THE
SURVEY
MIDMONTHLY
AUGUST 15, 1929

Social Work at the Golden Gate

The 56th Meeting of the National Conference

By Paul U. Kellogg and Mary Ross

Our Human Need of Art

By Mary K. Simkhovitch

Maps of Adventure

Tom Mooney and the Governor

Unemployment and Old Age Destitution

Parents Consider the Colleges

Tracked to Her Lair

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THE SURVEY

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All issues of The Survey are indexed in the Readers' Guide to Periodical Literature, to be found in most public and college libraries.

The Gist of It

A SIX-YEAR-OLD at a three-ringed circus could be no busier than those three thousand delegates who tried to miss nothing during conference week in San Francisco. And when one includes the Grand Parade of kindred groups preceding the Big Show, and the side attractions competing with the main tent, there comes a dizzy sense of the amount of looking, listening and hustling required by the 56th National Conference of its participants. Impressions of the week are summarized, page 515, by PAUL U. KELLOGG, editor of the Survey, and MARY ROSS, associate editor.

CHILDREN from many lands who throng the streets of New York's lower west side have learned to seek in Greenwich House some of those things of the spirit which are as essential to their growth as bread and meat. As headworker at Greenwich House for more than twenty-five years, trying to satisfy youthful hunger for color and melody and grace and joy, MRS. SIMKHOVITCH has learned to look on art as a necessity, not a luxury, in modern life. Her article (page 522) is illustrated with drawings by ANTONIO PETRUCELLI, formerly a Greenwich House club boy who is now a successful commercial artist.

INDUSTRIAL unemployment is increasingly the subject of discussion wherever social workers are gathered together to talk job. It crops up at national gatherings and at meetings of local groups. The paper on Unemployment and Old Age Destitution which we give, in part, on page 526, was read by ORDWAY TEAD before the Welfare Council of New York. Mr. Tead, who is now editor of industrial and business books for Harper's, and a teacher in the New York School of Social Work, has had a wide experience in industrial research. He is the author of a number of books in this field, notably Human Nature and Management, just published by McGraw-Hill.

FORMERLY editor of The Survey's industry department, JOHN A. FITCH is now director of industrial courses at the New York School of Social Work and a frequent contributor to current magazines. Page 528.

AFTER unmercifully panning our colleges and all their works for a decade, heaping on them blame for whatever the oncoming generation does and fails to do, many of us are beginning to ask more constructively what the job of the college should be and how far it is being done. Such an inquiry into college success and failure is reported on page 529. DR. STRANG, who writes the report and who assisted in analyzing the data on which it is based, is assistant professor of education at Teachers' College, Columbia University.

MODERN education has not only brought new activities—carpentry, clay modeling, toy orchestras, rhythmic dancing—into the elementary school room, but, best of all perhaps, it has turned old-fashioned academic drudgery into creative expression and high adventure. Such an achievement of the newer schools is described (page 531) by MRS. BROCK, who is director of the Waverly School, New York City, and the mother, as well as the teacher, of one of the eager young geographers.

MONDAYS, Wednesdays and Fridays are red letter days for New York City commuters. It is on these days that ELSIE MCCORMICK'S column appears in the New York World (see page 536), commenting pleasantly on life and people and what makes the world go around. "I'd feel quite flattered," she writes in reply to our request for permission to reprint. "Once upon a time, in my more serious-minded days, I wrote a bit for The Survey myself."

JAMES P. KRANZ, in his more serious moments, is executive secretary of the Tennessee Tuberculosis Association, with headquarters at Nashville. But at a national health conference, with a wig, a pot of grease paint and a yard of cheese-cloth, he is a health fairy or a tuberculosis bacillus or anything else that is needed to make the conference follies a success. Page 537.

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Social Work At the Golden Gate

By PAUL U. KELLOGG and MARY ROSS

"FIFTY years ago charity was the mainspring of social work," said Porter R. Lee in the clear-cut presidential address which opened the fifty-sixth National Conference of Social Work at San Francisco the evening of June 26. "Today its driving power is a conception of social welfare." And as the wordage of 300 speakers was clearing over the blue waters of the bay and 3,400 registrants were climbing into trolleys and trains, automobiles, airplanes and steamers to go on toward another year's work, Mr. Lee affirmed that here there had been a true reflection of this changing profession in a changing world, "strong evidence that social work is not predominantly a reform program, nor a propagandist movement, nor an outlet for charitable impulses, but that it has come to be an established activity for meeting the community's needs," a philosophy of life in which propaganda is noticeably absent, in which there is "science without dogmatism," in which social work itself discloses new needs.

In San Francisco, as always at the National Conference, the bulk of the audience was made up of people who can come only occasionally to see the profession assembled, a little dazed at the undreamed varieties of women and men who draw together under the common banner of social work. As a project in education the conference must run the whole gamut, from kindergarten and ABC's straight through a postgraduate course. As a meeting place of personalities, much of its program must be in the realm of liturgy, affirming each year in unison the hopes and aims which its members are striving to uphold, often single-handed and in the face of misunderstanding and distrust. As a meeting of minds it must bring and share and test the light that isolated workers feel they have gained in the laboratories of home, school, workshop, hospital, on the widening frontiers of race and industry and science. It must—and the fifty-sixth meeting did—mean many things to many kinds of people.

Wherein lay its essence can be only a guess. But if one may hazard that guess from the drift of the talk in meeting places and hotel lobbies, it was a clearer common realization of the current which Mr. Lee traced in his opening speech—the development of social work from a personal and spontaneous impulse to help toward the acceptance of the idea that unhappiness, sickness, poverty and the rest, in changing forms, may be an inescapable by-product of the development in our common life. Good social work discloses the need for more social work and as a function of living itself becomes the common and continuous concern of all of us. Toward the amelioration of misfortune must go the specialized skills of the technicians, the best and sharpest instruments that science can forge; back of the skilled hand there is still the sympathy of the old charity, guided by all the new insight that brain can bring. What is different, at least in the extent to which it is realized and the vitality with which it is incorporated into more powerful and effective forms of common action, is that individual and common distress are not the sporadic concern of a certain few people who are doing things for or to a certain few others, but an inescapable part of the activity of living.

WITH the first realization of distress we may band together in a cause, to borrow Mr. Lee's terminology, a gallant foray against an entrenched evil; with deeper and surer understanding, the cause becomes a function, the accepted responsibility of all, though delegated in its performance to the few equipped to carry it through, built solidly into what Harry Overstreet called "the house of humanity." Said Mr. Lee:

> Whether we emphasize the elimination of evil or the establishment of a positive good as the objective of the cause, it seems to be true that once the elimination of the evil is accomplished, once the new positive good is established, interest in it is likely to slacken. The momentum of the cause will never carry over adequately to the subsequent task of making its fruits permanent. The slow, methodical, organized effort

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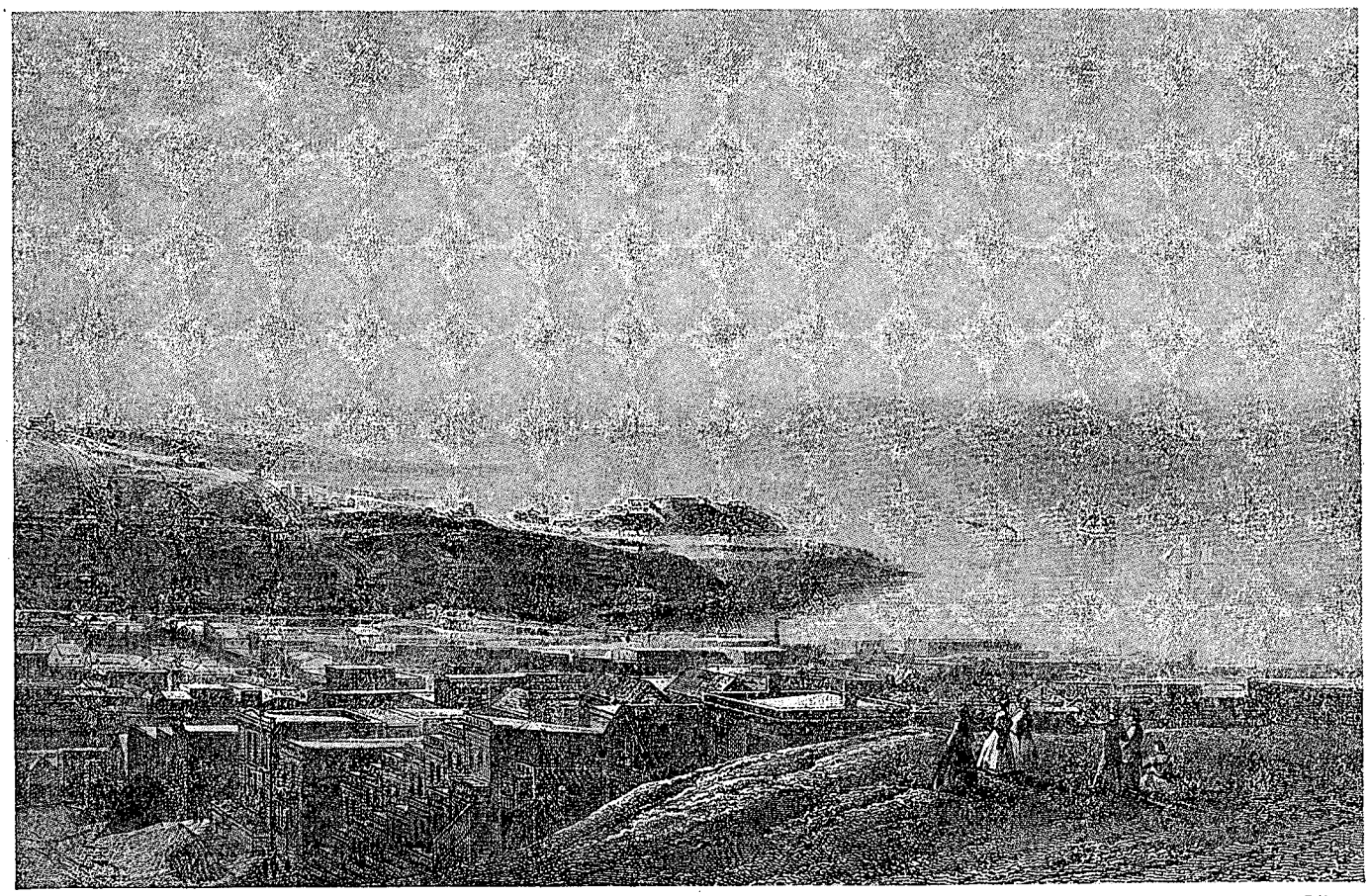
needed to make enduring the achievement of the cause calls for different motives, different skill, different machinery. At the moment of its success, the cause tends to transfer its interest and its responsibility to an administrative unit whose responsibility becomes a function of well organized community life.

In the sense in which I am using the term, charity in its origin and in its finest expression represents a cause. The organized administration of relief, under whatever auspices, has become a function. The campaigns to obtain widows' pensions and workmen's compensation have many of the aspects of the cause. The administration of those benefits has become a function of organized community life in most American states. The settlement movement began as a cause and the activities of many of its representatives still give it that character. In general, however, it has developed as a function of community life. The abolition of child labor has been, and still is, a cause. As the result of its success as a cause, it again has become a well-established function in many American states. . . .

I am inclined to think that in the capacity of the social worker, whatever his rank, to administer a routine functional responsibility in the spirit of the servant in a cause lies the explanation of the great service of social work. This capacity is perhaps a higher qualification for leadership than the ability to sway groups of men. According the fullest respect to our outstanding leaders of the past and present, we may nevertheless assert that social work never would have achieved its great service to mankind without its growing army of less conspicuous men and women who have seen no necessary inconsistency between idealism and efficiency. Its future, moreover, is largely in their hands.

Of this development, the conference itself was a shining example. A complicated machinery ran so smoothly as to be almost totally unobtrusive. There were fewer emotional high-spots, some of the older delegates remarked, than at some earlier meetings, but a more continuous and specific level of interest, with a gain in the dovetailing of division and group programs which served better than ever before to eliminate duplication and over-lapping, and to carry discussions forward instead of leaving them in the stew of testimony which Neva Deardorff once called the "We-fry-ours-in-butter-meeting." Inevitably, at points, delegates with weary ears were tempted to reiterate Harry Overstreet's preachment to the Social Work Publicity Council on the moral obligation to be interesting. Perhaps some of the trouble lay in an over-conscientious aim on the part of some speakers to be nothing less than cosmic in their scope, an aim which might have actuated the remark of one member who flipped over several pages of his paper explaining, "As the time is getting short I shall have to omit what I think."

Below the integration of subject and organization of the program, a gain to be carried still further next year through the action establishing a new program committee with power to make commitments in advance and a personnel which in part will hold over from year to year, there was a wider agreement on the central aims of social work than has been apparent for several meetings past. At Toronto and again at Cleveland conferees were heard to murmur that a very small tail was wagging a large dog, and that the mental hygienists, who professionally make up about two per cent of the whole registration, were running away with the crowd. As one irate family worker put it in a year past, "You'd think that if only you could 'adjust' a mother it didn't make any difference if the family had food or a roof to keep the rain off."



Courtesy New York Public Library

THE GOLDEN GATE (1873)

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THE philosophy of mental hygiene probably was more pervasive than ever before at this 1929 meeting, but, by the virtue of its own progress, much of it did not wear a label. There were, of course, questions of policy and technique which came up as the concern of the professional group; such as the development of a specific program in a Colorado community, detailed by Dr. George S. Johnson of the Colorado Psychopathic Hospital at Denver or the section meeting on coordination of effort in clinic and community or the problems of teachers and visiting teachers. But through the mental hygiene meetings themselves there ran a more explicit statement than has seemed evident before of the action and interaction of people and the conditions under which they live and the modification of each which, with more insight, might make a happier world.

In a joint session of the division of Mental Hygiene and that of Delinquents and Correction on Human Nature under Authority Dr. James S. Plant, director of the Juvenile Clinic of Newark, New Jersey, declared that though people seem to have changed very little there has been a real change in conditions in which are paramount the crumbling of the power and stability of tradition and social control and the discovery of the individual. Whereas we used to believe that the twig must be bent in order to grow aright, now we have a temptation to feel that it will grow quite well if only one can keep aside the things that bend it. The difficulty, Dr. Plant believed, is that we are likely to throw out the baby with the bath: in discarding the crust of tradition, we are likely also to discard all idea of an authority to which the individual must adapt himself. He declared:

> From birth on through life, I, as everyone else, am subject to authority in the sense that I am subject to forces more powerful than I, forces which transcend my aims and abilities. Let us not forget that the twig will be bent, if not by parents, by the school; if not by the school, by organized society or the laws of nature. I am in a cosmos whose forces transcend my own and to which I must adjust. That is the only road along which lies happiness.

Just how some of these forces work was shown vividly in the straightforward talk that followed by Jack Black, ex-convict and author of You Can't Win, on The Prison as Character Builder. Mr. Black asked:

> What chance has the young boy at San Quentin with its three thousand prisoners milling around like cattle? What chance has he at Jefferson City, at Statesville, at Leavenworth, or Atlanta—all big prisons. The dead weight of depravity pulls him down before his name is dry on the books.
>
> It pulls down the guards, the officers, the wardens. The moment a man steps into prison he sheds all sense of responsibility, and nothing is done while he is there to revive it. His bed and board are furnished, he is bathed and shaved, and his laundry is put in his cell. He knows that every jute bag he turns out at San Quentin is made at a loss to the state. He is taught nothing useful against the day of his discharge. It would be bad enough if he were standing still; but he is not. He is going backward and soon forgets the little he knew about getting along in the outside world. Things change so rapidly today that a mechanic who serves a term in prison must learn his trade over again, and besides that he has the handicap of the prison stigma. Even a bootblack must start all over as an apprentice; he finds new leather, new polishes, and new ways of applying them.
>
> It's no surprise to me that so many men return to prison; the surprise is that they don't all go back. They are released without any money-sense, without any sense of responsibility, and they are as unfit to face the world with any honest endeavor as canaries released from their cage. They are stunned to find that the world has been racing forward while they have been going back, and that life has gone by and left them on a side track—like a train leaving a tramp.
>
> Forget the criminals we have now, Mr. Black urged, for in ten or fifteen years they will be shot or hanged or buried for life or reformed. But see to it that the boys and girls coming along are not dumped into the big prisons or reformatories but get a chance to be studied and helped and "not made to feel every hour of the day and night that they are born criminals and will die criminals."

DR. FREDERICK H. ALLEN, director of the Child Guidance Clinic of Philadelphia told of the swing of the philosophy in treating children away from an attempt to influence the child's behavior directly toward an effort to work out with parents and other adults problems of their own which cause them to be a disturbance in the child's process of growing up. "The capacity to be objective with all the individuals in a situation and still give them a feeling that you are sympathetic and anxious to understand their point of view, and to maintain that relationship in an atmosphere of tension and friction is possibly one of the superhuman tasks that we ask of social workers and psychiatrists." In a broad and sympathetic discussion of educational values in mental hygiene Kathleen Ormsby Larkin pointed out what the mental hygiene movement had to give and get from the other professions—from doctors, ministers, teachers, from industrial managers and workers, nurses and social workers. "Preventive work in mental hygiene must begin with those who are not yet a problem to themselves and others."

So eagerly have we accepted much of the light of the newer psychologies on why people are so, individually and collectively, that probably few people even thought of the label "mental hygiene" in the Sunday evening address on The New Morality and the Social Worker when Miriam Van Waters, referee of the Juvenile Court of Los Angeles and president elect of the 1930 National Conference, opened the windows of social-work minds and let breezes blow through some of the cobwebs. She told her hearers:

> Morality is not some tedious duty, it is the natural flowering of a vital human spirit. At the heart of the new morality is understanding. The social worker should delight in the personal idiosyncrasy of each person; a social worker is one who likes men and women as they are, not as they might be. No rehabilitation is required to make a human being worthy of respect.

Yet have social workers themselves gained such an eager understanding of life, so sympathetic an insight into the cravings of human beings that one herself, in time of dire personal trouble, would put her affairs into the hands of a family society? "They shrink in consternation, even in matters of material relief. A social worker in this conference lost her purse at the Ferry Building. In the midst of an efficient Travelers' Aid and the thousands of eager, benevolent social workers she borrowed a quarter from an unknown bus driver."

In a world of changing ethical customs are social workers showing their liberalism and humanism, or their fundamentalism? To social workers the family is sacred, the more sacred because they seldom have any. Yet Miss Van Waters declared:

> From my experience with the families that are broken, I would say that they died before they were killed by divorce. When it is necessary to use courts of law to enforce family obligations the social worker has conceded to a materialism unworthy of his calling.

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In helping to build racial understanding, in working toward the abolition of capital punishment, in calling notice to such tragic miscarriages of justice as the cases of Sacco and Vanzetti and of Tom Mooney, in showing the criminal as he is, are social workers leaders or followers?

Evil wears a mask of adult power and bravado. But when we understand the actual life histories behind the masks we see (as modern psychiatry and social work can show us) that evil wears the face of a frightened child. . . . We can find our new morality only among the adventurous and the fearless. Social workers are failures when they commit the failure to face life eagerly.

IN any one account of so many-sided a social outlook as this fifty-sixth conference, it is impossible to do more than sketch the frontiers of fact and discussion. In the health section, Dr. Thomas Parran, jr., assistant surgeon general of the U. S. Public Health Service, told the black story of the cost of venereal disease in terms of thousands of lives and millions of dollars annually; a section meeting under the chairmanship of Dr. Ray Lyman Wilbur skirted that territory, still so largely unexplored, wherein may lie some solution to the high costs of medical care; while Jessamine Whitney, statistician of the National Tuberculosis Association, told of the great burden laid upon the western states, and especially those of the southwest, by the tuberculous migrants in search of sunshine and cure, and a whole session was devoted to the health of the pre-school child in clinic, nursery school and in the home. In this last discussion, Herbert R. Stolz, director of the Institute of Child Welfare at the University of California, emphasized especially the need of team play between father and mother and parent and child in order to teach early, when it can be learned, the attitudes of cooperation which will make for adults who are socially conscious and competent.

Courtesy San Francisco Call
The Conference President

That the best case-work of which we are capable, is the due of the juvenile court was the plea made by Grace Abbott, chief of the Children's Bureau, while at the same meeting Dr. Frederick H. Allen reversed the psychiatric spotlight on the adults in a children's court, and in another session Miriam Van Waters and Hans Weiss, probation officer in the Juvenile Court of Boston, showed some of the dark and bright spots in the story of that city. Juvenile courts and other forms of the administration of justice came in for understanding and able treatment in the sessions of the National Probation Association, preceding the conference itself, culminating in an address by Justin Miller, dean of the Law School of the University of Southern California. Speaking on Preventive Justice, Dean Miller outlined the forms of social control in the law and beyond it—in education, home, church, industry and the like, all leading up to "the development of a condition of life in which people can do the sort of thing they most like to do and make a living at it. That is David Starr Jordan's definition of success—doing the thing you most want to do and doing it well enough so some one else will pay you for it. If everyone in his range of activity were able to achieve that sort of success we would not have this crime problem."

Across the lines of divisions, sections, and discussion groups there ran currently this suggestion of economic opportunity which would give people at least a chance at some of the things they want in life. A discussion group in the division of the Family found itself confronted with the distressing question how to reconcile and deal with the fact that budgets which to social workers are barely adequate for health and decency, often exceed the prevailing income scale for unskilled workers in the community. A speaker from Winnepeg, corroborated by American colleagues, pointed out that in many places a family actually has more of a chance for its children if the breadwinner dies or deserts, giving them a mother's allowance, than if he works to his utmost to keep the family self-supporting. And the setting of cosmopolitan California, drawing its people from the far corners of the United States, from the sunny lands to the south, and across the Pacific, gave a special opportunity for a cross interpretation of these conditions of living and working and thinking in terms of racial as well as industrial groups.

AT an early session, at which Father Robert E. Lucey of Los Angeles discussed Gains and Losses, Mrs. Daisy Lee Worcester of San Diego returned to her attack on the uneven distribution of our prosperity (see The Survey for November 1, 1928) in a devastating analysis of the Hoover Report on Recent Economic Changes.

The concrete significance of the findings that retail prices had decreased while the purchasing power of wages had increased was held by Mrs. Worcester to be that the workingman now has twenty-eight dollars more than he had in 1913, with which to bridge the gap of from six to ten hundred dollars lying between his wage and the cost of a fair standard of living. She would have the social worker who rehabilitates the individual family and stops there, unquestioning as to the forces that are cramping and degrading the standard of living in vast numbers of American homes, take a leaf out of the history of health workers:

Suppose that General Gorgas had gone down into the Canal Zone with a staff of physicians, case workers in the medical field. Suppose that they had striven valiantly with each case of yellow fever as they found it, making accurate observations of pulse and temperature, and other dangerous symptoms, working with genuine sympathy and kindliness, even with a kind of scientific precision, triumphant over an occasional cure, helpless before the majority who died. Suppose that neither they nor General Gorgas had evinced any concern about the causes of this disease, or had possibly attempted to find its cause in the particular physical and psychic make-up of those who were its victims. Remember that normal potentialities are not easily measurable when one is suffering from disease. The probabilities are that this great engineering work would never have been completed. The effort, however, might have continued for years. The workers in the Canal Zone could have gone on increasing their numbers and their budgets until they rivaled some of our more successful community chests in their records of achievement.

Poverty is likewise a plague that affects humanity. Even this report on our national prosperity does not obscure that fact. Its cause is as definitely established as is that of yellow fever in the bite of the Stepomyia mosquito. It is the prevailing

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wage scale in American industry. All other causes are merely contributory, or else the disguised resultant of that. . . .

Not one-fifth of the wage-earners of America are organized into unions and the conditions of the unorganized, especially the unskilled and the lower orders of the white-collared brigade is far from satisfactory. If the truth be told, about three millions of people, most of them women, received less than fifteen dollars a week. This tells the whole tale and should make an imperious appeal to social workers and labor unions alike.

Similarly, in the discussion of social workers and labor unions, in which Paul Scharrenberg challenged the former to bear a hand in legislative fight, the Rev. Frederic Seidenburg, S.J., of Loyola University, Chicago, held up a "pressing job" which both groups "must do and do together."

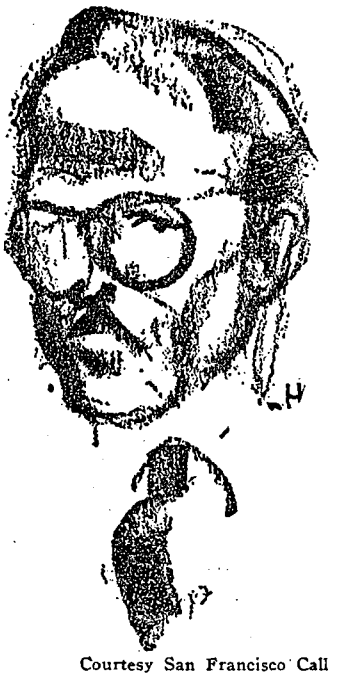
Health care of students and workers, occupational diseases and hazards—the prevention of mine explosions and, appropriately enough in a port city, the protection of harbor and maritime workers, were given a hearing, and there was a special round table in conjunction with the American Federation of Leagues for the Hard of Hearing. There was another joint session with the National Association of Legal Aid Associations and the American Association of Labor Legislation at which the collection of unpaid wages was handled by Wallin G. Mathewson, chief of the California Division of Labor Statistics.

UNEMPLOYMENT—in its newer and insistent forms—forged to the front of conference concerns. The divisions on Neighborhood and Community Life, the Family, and Industrial and Economic problems took it up from different angles; and it was the subject of one of the general meetings.

Louis Block, statistician of the California Department of Industrial Relations, dealt with the public and private employment agencies in California. In these exchanges, in the work of the Immigration and Housing Commission which has addressed itself to the problem of migratory labor, in the industrial plan of the employers in the building trades in San Francisco which hangs for its sanction on the popular faith in the integrity and fairness of one man—(Archbishop Hanna), California has made beginnings in dealing with regularity of employment. But those identified with these efforts know how fragmentary it is as yet; and at a meeting on unemployment at the Associated Charities during the conference week, Chester Rowell could announce that a more resourceful attack was in anticipation, in which key industrialists and perhaps the state government would participate.

The three Pacific Coast states—California, Oregon and Washington—are in a sense a great test-tube. Immigration has been shut off from the Orient. On the east, mountains and desert hem them in. But at the north, from Canada, and at the south, from Mexico, the doors are open. Meanwhile there is a steady influx of work-seekers, home-seekers and health-seekers from the East, their coming stimulated by real estate and development interests. The situation is more nearly like that which preceded the quota law than that presented in any other part of the country. Moreover, with developing industries, and an agricultural economy that has not two seasons, but many, with calls for harvest workers in great numbers from crop to crop, there is much movement and dislocation. Can the coast states so organize employment as to cut out its wastes? The answer is not only something of prime importance to them, but may be of significance to the rest of the country.

At the section meeting on Neighborhood and Community Life (Lea Taylor of Chicago Commons, chairman), given up to unemployment, Chairman J. P. Rettenmayer of the Industrial Relations Section of the Commonwealth Club of San Francisco, outlined a significant project of research in this field which the Club hopes to enter upon, first in the Bay region and thereafter, if possible, up and down the coast. It would be the largest scale practical inquiry yet undertaken in this field in the United States.



Courtesy San Francisco Call
The Conference Secretary

The California cities, like those of the rest of the country, confront a mounting problem of unemployment due to industrial causes—irresponsible hiring and firing, changes in market demands, new machines, processes and motive powers. These are factors in the new unemployment and the preliminary report of Helen Hall, chairman of the Unemployment Committee of the National Federation of Settlements was read as the text for discussion. Case schedules have been turned in from settlements in 30 cities in 21 states, the breadwinners representing every occupational level.

The families were found to follow a sequence of makeshifts practically uniform—cash savings spent, jewelry, clothing, furniture pawned or sold, moves to cheaper quarters, the mother goes out to work, help from public or private agencies, insurance policies forfeited, mortgages foreclosed, children sent to work. "These latter advantages, upon which rested the family pride and self-respect, were shielded as long as possible with a zeal amounting to the instinct for self-preservation." The devastating consequences in terms of malnutrition and health were set forth.

At this session John B. Andrews, secretary of the American Association for Labor Legislation, spoke on the failure of Congress to adopt the Jones law and give a national lead to a program for unlimbering public works when private industry falls off. California participants engaged in some lively tilts over the way Mexican and other migratory labor is drawn in for the crops and then left dangling.

Before the family section, Edward D. Lynde, general secretary of the Associated Charities of Cleveland, gave the results of an extensive assay of unemployment cases. From November, 1927, to April, 1928, the Associated Charities cared for 1,950 families where unemployment was a problem. The fact that comparatively few were recurrent emphasized the importance of case-work treatment. Mr. Lynde stressed the responsibility of social workers in dealing with the general problem of unemployment, and with the details of its effects on family and community life. Joanna Colcord told of the studies instituted by the Associated Charities in St. Paul in collaboration with the School of Business Administration; and emphasized the strategic advantage of using the term employment rather than its reverse. Linton B. Swift of the American Association for Organizing Family

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Social Work, who presided, called attention to the association's recent pamphlet, The Time to Plan is Now; while Joel Hunter of the United Charities, Chicago, lifted the discussion to a larger frame by advocating that our city planning commissions should be matched by planning bodies equipped to deal with the industrial underpinnings of community life.

Nell Scott, case supervisor of the Pittsburgh Family Welfare Association, probed some of the forces that are throwing a load of unemployment relief upon charitable agencies. Miss Scott said:

> The man of 45 who has been thrown out of employment because of increasingly rigid health examinations; the young man who has little opportunity for apprentice-training; and the man whose muscular coordination is poor, whose mental processes are slow or devious, who lacks emotional stability; all these types come to the care of the family agency in increasing numbers. Charitable effort never can be used as a substitute for social insurance.

Miss Scott concluded by urging the importance of following the trends of policy developments and technical changes in industry and of securing leaders who will be capable of making an industry realize that it has obligations to its employes which are not fulfilled by contributions to philanthropy.

In keeping with the general trend of conference discussion, Unemployment and Progress was the theme of a paper by Paul U. Kellogg, editor of The Survey, which will be published in part in a subsequent issue of The Survey. One paragraph is quoted here, to round out this report:

> This is one of those chambered-nautilus situations where beginnings can be made close to the ground and at home. There is not a town or district in the country where a nucleus of active people cannot count. They can get at the facts of the local situation. They can help set going a campaign for regularity of employment among the employers of their community in the same way that the local industrial safety campaigns are carried out—and with equal call on self-interest and public spirit. They can urge a program of public works reserves on city and county and state governments, so that road building and other public enterprises can come into play when business is depressed. They can organize a local employment service which will be something more modern than the old job-getting agencies, and a friendly alternative to the commercial offices with their sharp practices—a service that will draw into its operations some of the things that we have learned from vocational counseling and psychology, and will have an eye not only on what is to be done for the man out of work but on the annual influx of young men and women seeking work for the first time. Here is something that will engage school teachers, social workers, "Y" workers, Boy Scout leaders, employers, labor leaders—a galaxy of vocational interests now largely unaligned though baffled with particular phases of the problem. Such a nucleus would be a center for discussion and opinion that could join with similar groups elsewhere in securing state and federal action looking to an adequate statistical service, to public works reserves, to the rehabilitation of our public employment offices on modern lines, and to commissions to canvass the need for industrial employment reserves after the manner of the commissions of inquiry that ushered in our compensation laws.

THE sheer force of geography gave richness to the San Francisco sessions in the matter of race relations. The Eastern delegates came through the Mississippi Valley up which Mexican immigration has been spreading rapidly in these post-war years. In the Southwest they found it massed in Texas, New Mexico, Arizona and the California valleys; and they caught glimpses of our oldest racial group—the Indians. On the coast they came upon the Orientals; and at the second general sessions looked out through the eyes of Ray Lyman Wilbur on the human relations that rim the Pacific. He spoke not so much as Secretary of the Interior as president in its initial years of the Institute of Pacific Relations which meets next fall in Japan. He bounded the waters beyond the Golden Gate in terms of the peoples—Canadians, Australians and New Zealanders, Mexicans and Spanish Americans generally, Chinese, Japanese, Russians. And then he reversed his telescope, looked at Americans through foreign eyes and gave a new perspective to the whole. John Stewart Burgess of Princeton-in-Peking and Yenching University, just back from China, gave a full length picture of the new republic which illuminated the institutions, the habits and mind sets that enter into the slow re-crystalization of the social order in China.

One of the most colorful episodes of conference week was an oriental dinner at Hang Far Low restaurant arranged by the International Institutes of the Y. W. C. A. Around the teak-wood tables sat delegates from every part of the country and at their elbows young Chinese and Japanese of American birth. There was an engaging sketch of Chinatown by Ng Poon Chew, Editor of the Chung Sai Yat Po, and afterward there was an evening of authentic oriental music in the Western Woman's building—songs in Arabic, Egyptian, Turkish, Khurdish, Filipino songs and dances, American folk and art ways, Japanese traditional music with native instruments, Assyrian dances, and so on. A luncheon arranged by the World Unity Foundation afforded another forum—with Eugene Kinkle Jones speaking for the American Negro, the industrial secretary of the Y. W. C. A. in China for the Chinese—herself a young university woman fired with the renaissance of her people; and Shirosuke Arima, the dean of their delegation, for Japan—a distinguished prison administrator whose message was interpreted by a captivating Japanese student from the University of California, in native costume. There were ten in the Japanese delegation representing all phases of social work. These far-flung horizons were narrowed down to the American scene in a section meeting on the generation of Americans of Oriental stock. Dr. Ray Hidemichi Akagi, secretary of the Pacific Coast Council of the Japanese Student's Christian Association spoke of the 65,000 Americans of Japanese ancestry who do not belong in Japan—who have no relationships of mind and attitudes but American. They have a grasp of the spiritual ideal which characterizes the fundamental America. The changes between generations makes for an unstable social life among them. They are highly trained and can find very few ways to use their training—they are too American to fit into the older Japanese group, and being Japanese they are unwelcome among the Americans. His challenge was to the American government to look into the problem and help them find security.

Similarly there was an interesting section meeting under the Committee on Neighborhood and Community Life, at which life in the United States as it is experienced by Mexican people was interpreted from the inside out by Ernest Galanza and José Ramos. Here was edge and spirit. "The problem of the Mexicans in the United States," said Mr. Galanza, "cannot be settled by diplomats who have never picked berries or topped beets under the boiling sun. Mexican workers have helped build up an agricultural empire in the United States. They have done their job well

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in building up wealth, but they have gone away in rags."

In leading the discussion of the relationship of social workers and labor unions before a joint meeting of the Family and Industry sections, Paul Scharrenberg, secretary-treasurer of the California State Federation of Labor took his stand for a homogeneous population. "We do not want to duplicate the terrible mistakes which have been made in the Southern states." He was glad the California legislature had memorialized Congress to have the Mexicans placed under the quota and asked the sympathetic support of his hearers to the effort "to keep our state to ourselves as a heritage of the white race. We do not want a civilization of masters and servants. The labor unions are petitioning Congress to restrict Filipinos as other Asiatic migration." The liveliness of the session was enhanced by the spontaneous rejoinders from the floor, one after another, of young representatives of the races that fell outside his pale of preferment.

FOR the first time, organizations representing the American Indians asked for a place on the program, and, such are the infelicities of our nomenclature, they fell under Division X, The Immigrant! But they found cordial welcome under the hospitable chairmanship of Edith Terry Bremer, whose good will toward humankind knows neither metes nor bounds.

The Old Order Passes: What of the New? was the theme, and Henry Roe Cloud, president of the American Indian Institute of Wichita, Kansas, made a poised but spirited plea for a new freedom for his race. Lewis Merriam, technical director of the Survey of Indian Affairs made by the Institute for Government Research, Brookings Institute, Washington, took up the theme as a challenge to American capacity for social service. There are something like two hundred tribes represented in the Indian population and what is called the Indian problem is at once shattered into scores of variants. At Mr. Merriam's hands it took on functional aspects which related it to every phase of the conference's concern—health, re-education, behavior, race relations. So long as we fail to put our advances in these fields at the service of this racial group, American social work is falling down at its oldest responsibility. But the note that Mr. Cloud struck was for a wider and more genuine participation by the Indians themselves in the things which concern them.

As a homely illustration, he told the story of a fund of $4,000 available for the improvement of housing conditions in one reservation. The district superintendent believed that his wards should have a say and called the leaders into council. They thought it out over night. They proposed that they use the money to build dipping troughs nearer their grazing land. They told of the young lambs who died, of old sheep falling sick, when driven sometimes fifty miles. They would dig the troughs and haul the cement; and from the animals they would save by having the better placed troughs, they would have money to improve their homes.

On the way to San Francisco, the Indian Defense Association held meetings at their important Los Angeles and Santa Barbara centers. At these meetings Mr. Merriam took up administrative reforms, and John Collier the underlying issues of property rights, water rights, the need to bring the Indian "inside the Constitution" so that he can protect himself. Now he is debarred and if the allotment system persists, within twenty-five years his foothold on the continent he once possessed will be gone. Mr. Collier made the point that if these broader economic issues broached by the Senate Committee on Indian Affairs were worked out, and meanwhile the social, health and educational measures emphasized by the Merriam report were ignored, the Indian's lot would be in evil case: the reverse is also true—the reconstruction of our Indian policy must go ahead on all points. One of the most portentous proposals favored by the new administration is the application of some sort of incorporation of Indian tribal wealth, in ways that will give freedom to individual initiative, and at the same time conserve their heritage. The discussions brought out an emphatic intention on the part of all the Indian organizations to put their resources and cooperation at the dispoal of Secretary Wilbur and Commissioners Rhoads and Scattergood in facing the difficult tasks ahead of them. For there is small indication that the interests that dominated the bureau and sought to dispossess the Indians will be inactive.

ALONG with our oldest Americans came discussion of our newest—the latest migrants—the Filipinos, the Hawaiians and the Porto Ricans, for all these racial groups have responded to the overtures of labor agents and agricultural employers in Arizona and California. The quota law does not apply to them and their presence, and the conditions under which they have been employed and left stranded have become an acute problem in some quarters. Professor E. S. Bogardus of the Department of Sociology, University of Southern California, gave a comprehensive outline of the situation.

Nor does the quota law apply to the Mexicans. During the War mass importations were carried on, and since then there has been a steady stream spreading fan-like from the Rio Grande north. Not until the new census will we know their numbers. The fruit harvests of California, the spread of cotton in the Southwest, the opening up of vast tracts of irrigated land where winter vegetables are grown, created a demand for cheap labor. Meanwhile in the off-seasons, the cities have been confronted with a mounting problem of relief, for the Mexican brings his family. The California Immigration and Housing Commission urged the application of the quota law to this new stream; labor organizations urged it, and the movement reached such strength in Congress that the State Department, loathe to see the quota law applied lest it upset friendly relations with Mexico, set out about eight months ago to prove that the flow could be controlled by a more rigid enforcement of the vise system. The result is that this June only about a quarter as many Mexicans have come across the border at El Paso as last June. Meanwhile, an active campaign for deporting Mexicans illegally here has been instituted with a ruthlessness in some instances out of keeping with the previous laxity.

Whatever the outcome of these changed policies as to newer migration from Mexico, hundreds of American communities are confronted, in the Mexicans already here, with an immigration problem of a new order and this was the chief topic before the section on Immigrants. Robert N. McLean, Anita Jones, Ethel Richardson Allen and Max S. Handman were among the chief speakers, each bringing the results of first-hand investigations before the Conference. Mr. McLean drew a vivid picture of the Mexican worker,

(*Continued on page* 541)

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Art a Human Need

By MARY KINGSBURY SIMKHOVITCH

Drawings by Antonio Petruccelli

THE social worker is bound to use the aid afforded by the various sciences. He must acquaint himself with these techniques to the extent at least of understanding their general methods and trends. He is, if fulfilling his function, himself an artist in human adjustment, relying on science, wherever available. The social worker, when in contact with a problem of health, will collaborate with the physician. He will need a lawyer's help for this, a city planner's for that, a play leader here, an educator there. It is his task to understand what is needed and secure the appropriate help. Diagnosis and general practice are his fields, relying on countless techniques for adequate aid.

But there is one aspect of life too faintly associated with the social worker's outlook. Art and social work have only a bowing acquaintance. The social worker has perhaps suffered from the current heresy that art is something precious, unrelated to everyday life, an expensive luxury, not a necessity. This point of view has been fostered by our theory of art in terms of galleries, museums; of something purchased, of possession; of something finished—and in fact, dead. Dead, but not buried. As long as we can look at a great painting and not have it do anything to us, as long as one can read a great poem and not turn a hair, and listen to a great symphony and go to sleep, these masterpieces that lived when they were produced have no real existence for us. We attend their funeral.

For art is something that, having happened once, has to happen again to be art for us. Art when produced was a creation, a work of the imagination, flowing from an adequate technique and creating in others a sympathetic understanding. Art at its height has something to say that is definite. It has convictions. Art and faith cannot separate. When people are living and passionate, they feel the need of imaginative expression.

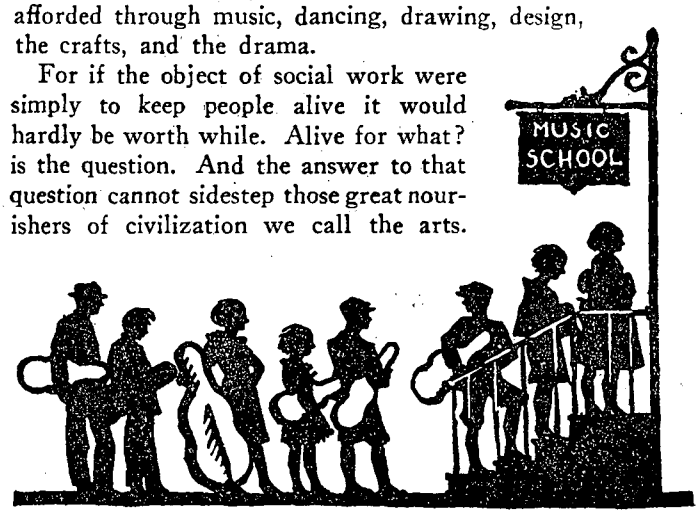
An Italian father, in the neighborhood where I live, longing for musical instruction for his boys, said with unconscious dignity, "My children must have music as they have bread." His words will be cut on the escutcheon of our new Music School as its fitting motto.

Art is a spiritual necessity for man, not a frill, an extra. To appreciate art the best road is participation. To sing is better than to listen, to paint is better than to visit the museums, to make furniture or pottery is better than to buy it. But the listening, visiting and selecting are necessary too, for the improvement in taste and for a knowledge of the best in the past and present with which to quicken one's own creative life and to foster standards in accomplishment.

In the crafts, technique comes first, as the solid base for art. How many "artists" have lived unsatisfactorily and in unnecessary dependence because they had no real technique—no solid knowledge, both of design and of manual skill! In the case of music, a shallow training has ruined pupils of native ability. But with sound technique, the learner can, with confidence, use his imaginative powers. A good technique frees the creative mind instead of deadening it. Here as in all real education, the complex of order and freedom is resolved.

Now, in the field of social work, this whole important aspect of life is often overlooked. The family welfare visitor will have in mind the earnings of the family, the health of its members and their ethical adjustments—and also often the opportunities for recreation. But the artistic needs of the family may be wholly disregarded. Yet it may be that in affording an artistic training to one member of the family, its economic difficulties would be solved. It may well be that a health problem will meet its solution. Saul was not the only one cured by a David. I recall a beautiful child who, by dancing in our Children's Theater, was entirely freed from a serious nervous affection. It may be that the recreation especially desirable may be that afforded by some special craft technique. After the war, everyone learned the values of occupational therapy. In normal family welfare work and in the fields of the unadjusted, the mentally disordered, the anti-social, the intelligent worker will, I believe, in the future, place greater emphasis on the opportunities for development afforded through music, dancing, drawing, design, the crafts, and the drama.

For if the object of social work were simply to keep people alive it would hardly be worth while. Alive for what? is the question. And the answer to that question cannot sidestep those great nourishers of civilization we call the arts.



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Tom Mooney and the Governor

IN the visiting room at San Quentin prison, callers and inmates seated on either side of two long counters, may talk over a board partition just low enough so that they can see each other's faces. Tom Mooney comes out in the white suit of a waiter. If you expect a gaunt zealot you are mistaken; or a man whose thick-set bulk suggests rough and tumble leadership. Rather this is a little, middle-aged Irishman who unless you altogether misread his expressive features, has not gone sour in the thirteen years that have spanned the cycle from cock-sure and universal wrath toward him to widespread acknowledgment of a stark miscarriage of justice.

For whatever Tom Mooney and Warren K. Billings may have done or left undone in their espousal of the under-dog in the industrial conflicts that raged in the San Francisco Bay region in the years before the World War—it was a period when both sides resorted to tactics outside the law—the testimony on which they were convicted of bombing the Preparedness Parade long since collapsed in a welter of exposed perjury. Ten people were killed and with vengeance in full cry, with hostile private detectives and prosecutors itching to pin the deed on to them, judge, jury and law-enforcing bodies paid scant heed to their alibis in the face of assertions by four witnesses who claimed to have seen them at the scene of the explosion. With time, one by one, these witnesses have been utterly discredited, notably the chief among them, a visiting cattleman whose own friends have since come forward to prove that he was miles from San Francisco at the crucial hour.

The judge who tried the case and who passed sentence, the living jurors under the lead of their foreman, the police captains active in the case, citizens in all walks of life as well as the Mooney-Billings Defense Committee and the Pacific Coast branch of the Civil Liberties Union, have participated in the long-drawn movement for pardon. That is the only avenue now open for redress. Under California procedure these revelations came too late for the State Supreme Court to act on the application of the trial judge and the attorney general for a retrial. The Billings case has a different legal (but not factual) status and efforts in his behalf await the issue as to Tom Mooney.

THE Mooney case was the theme of a luncheon meeting in San Francisco at the time of the National Conference of Social Work, participated in by about two hundred of those in attendance. Fremont Older, editor of the San Francisco Call, acquainted the visitors with the outlines of the case. A rugged pine of a man, he put in quiet speech the narrative of how the false testimony was ravelled, bit by bit; how from a believer himself at the start in the guilt of the accused men, he had been swung round by indications of a frame-up, and for a dozen years had sought for them a new day in court. Rabbi Rudolph I. Coffee of Oakland brought out that Governor Young had undertaken, the legislative session over, to study and act upon the case during his vacation this summer, as he once before made the case of Anita Whitney the subject of his personal consideration. George W. Kirchwey, of New York, former warden of Sing Sing, former dean of Columbia Law School, most sentient of our penologists, lifted his hearers in a speech which showed the bearings of such a miscarriage on our whole scheme of applying the criminal law to human behavior. Paul U. Kellogg presided and brought out that soon after the original trial John A. Fitch, then of the Survey staff, spent some weeks in California investigating the case. His article at the time challenged the soundness of the verdict in ways which the subsequent developments amply sustained.

THE purpose of the visiting social workers who participated in the meeting was not to set up as tutors to California or her public officials; but rather to make clear that throughout the country there are many disinterested people who are seriously concerned in how and when this case is to be worked out to right conclusion. What we mean by the American love for justice is at stake. That hangs not so much on how justice runs to the powerful or the popular —not on how it runs to a Ford or a Lindbergh but on how it runs to a Mooney or a Billings. It is a fundamental principle of our common law, that a man is innocent until proved guilty. True, Mooney and Billings were supposedly proved guilty in the court that tried them. But that false proof is in shreds—unfortunately too late to come before the court that tried them or the higher courts as matter for reconsideration. Under such circumstances, the principle of presumptive innocence must hold true when the governor, under his pardoning power, becomes a tribunal of last resort —when he is confronted not with a plea for leniency for a guilty man but with a case which the courts themselves are powerless to reopen on the basis of fresh and upsetting facts. Unless new evidence, of which the public knows nothing, has come to fill the vacuum left by the perjured testimony, the Governor of California has before him a case which the judge and jury concerned now declare would, except for that perjured testimony, have issued in a verdict of not guilty even in the midst of the outraged feelings that sought scapegoats at the time of the trial.

Under our system of self-government, justice is not embodied in a king. It has seats all down the line of our decentralized system. State courts and state governors become stewards of it for the whole nation. This is a case which President Wilson felt put our good faith to the test in the midst of a war for the principles of democracy. In this instance, and in the course of time, what American justice means to the world is now in the hands of Governor Young.

Either way he decides, his handling of it must take courage, for on the one hand there are old and knotted strains of bitterness, self-interest, politics and closed mindedness to reckon with; on the other hand, there is this mounting demand for fair play and a new deal. With the new awareness on the part of the intelligent public of the issues at stake, of the exploded perjuries and the incapacity of the courts to review them, his handling of it must be as convincing as it is courageous.

And meanwhile there is something clean and refreshing in the part of Californians, private citizens and public officials alike, who have had the fearlessness and integrity to re-open their minds; to reverse their personal convictions on the basis of fresh facts and to set out painfully to retrace a step taken in heat and in ignorance, which they have come to believe has for thirteen years wronged two men.

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The Common Welfare

UNWIELDY AND BACKWARD!

SUCH is the verdict of the health inventory of New York City. Since 1865 when the Citizens Association through its Council on Hygiene under the leadership of Stephen Smith made the first and down to the present time the best municipal health survey, New York City has had no stock taking of its health services. The study of 65 years ago resulted in the greatest single advance in the principles and policies, powers and objectives of preventive medicine this country had experienced. The survival and growth of American cities was made possible by the accomplishments of the Metropolitan Board of Health and its minute and appropriate control of the physical environment of city dwellers.

The Sanitary Survey of 1864-5 was made by young volunteer physicians. Every block and tenement dwelling and street was visited. There were practically no health services to be counted. Today we have a record of work done by literally hundreds of agencies at great cost and with elaborate organizations. A colossal undertaking, stretching over four years, by a large staff of paid professionals, leads us to the conclusion that we need at least as radical an overhauling to guarantee our future as did little old New York of the Civil War days. Diseases have come and gone. Those of demoralization and corruption continue to attack public service, those of jealousy and institutionalism mar the friendly face of private agencies.

First came the technical appraisal of the city Health Department by Dr. Walker of the American Public Health Association dealing with the last year of the unlamented and entirely incompetent octade of Hylan and his amateur commissioners of health (1925). Then followed the maiden health effort of our latest coordinating agency the Welfare Council, the laborious inventory of private health activities by the veteran social workers Michael Davis and Mary Jarrett recording sample years up to 1927 and here on the eve of another mayoralty election with a vigorous, competent, courageous health commissioner we find ourselves forced to accept a 70 per cent rating when younger, smaller, less wealthy but wiser cities, some 25 of them of over 100,000 population, make a better showing of work done even up to the par of 100.

We see services distributed by accident and with no logical relation to population or economic or sanitary need, viz., 62 per cent of health clinic visits and 50 per cent of the home visits in Manhattan with 30 per cent of the population, while Brooklyn with 38 per cent of the people and much the same kinds of people and pocketbooks has 24 per cent of clinic visits and 28 per cent of home visits. No wonder, some of the non-medical enthusiasts will say, that death rates and sick rates are lower in Brooklyn. And as for Queens the youngest of our bursting boroughs with 14 per cent of the people, there are found but 4 per cent of the clinic visits and 8 per cent of the home visits of the entire traffic, with an even lower mortality, general and for babies, in tuberculosis, than the older, bigger boroughs.

The inventorists discover that the accounts of money and work are so unkept that the costs of standard units of health services can no more be calculated than can the intangible results of the widely uncorrelated efforts. We see the familiar ratio of $18 for treatment of the sick to $1 for prevention, not so far from the historic ounce and its sixteen-ounce pound. A little humiliating for New York to be called a 69 per cent city in the tuberculosis competition, the home of Biggs, Prudden, Janeway, claimant of the first tuberculosis dispensary and the most inclusive of city tuberculosis and health agencies. But no worse than being rated at 67 per cent in baby work, 56 per cent for the preschool and 55 per cent (oh crying shame!) for the school child's health. And as for milk control we touch bottom at 48 per cent, wholly a public job with no alibi for the Department of Health. Not a pretty picture!

One lack is quickly noticed and rather unfortunately. There is no comment on industrial hygiene, that field which New York City entered first of American cities in 1915 and still the largest neglected field in public health.

We are told there is no city-made plan. We see there is no progress in picking up its own lead of 1914 and following other progressive cities here and abroad by breaking up the amorphous 6,000,000 into neighborhoods or health districts of 150-150,000 people for appropriate local development of health work (page Boston, Berlin, London).

The picture of New York is clearly drawn by skilled technicians. It takes no wizard to read the characters. New York lacks a Policy, must have permanent Official Leadership, will demand an End of Duplication. District Health Service is practicable, is desirable, is probably indispensable, is quite certain to be less expensive, will produce better results, than the present chaos. In the words of the ad man, "If eventually why not now?"

New York will be grateful to the authors of the revealing inventory. Readers far and near will delve in the volume of the Welfare Council for statistics to their hearts' content. Rarely has a Health Commissioner received so useful a document to start him on his most auspicious career.

PITTSBURGH'S OPEN SPACES

"THE power to tax is the power to destroy."

Is the power to half untax, the power to stimulate? Supporters of Pittsburgh's "graded tax law" believe it is. They believe the half tax on buildings encourages the erection of buildings, that the full tax on land discourages holding land out of use. But some observers say that the graded tax does more than is claimed for it, that it stimulates land overcrowding.

The temptation to overcrowd land is constant and it is not peculiar to Pittsburgh. Land owners in other cities—and in other generations, have felt it and have yielded to it. Advocates of the graded tax, or half tax, say that so great and so nearly universal is this temptation that the part played by their tax in Pittsburgh is negligible. And yet, a brimming cup to which a drop is added, brims over; when a drop is removed it may be carried without spilling. Suppose the "negligible" effect of the half tax were reversed, if instead of adding to the temptation to overcrowd land, it

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neutralized this temptation by ever so little. Would the result be negligible.

This question is now being considered by the Pittsburgh Housing Association. The question takes this form: Adequate open space about a dwelling is the fundamental factor in good housing. Adequate open space is the factor most difficult to secure and to maintain. Housing codes and zoning codes require definite minimum open spaces to safeguard the health and well-being of occupants of dwellings. These open spaces are constantly diminished by a process of attrition; housing requirements are modified, zoning requirements are diminished by a reclassification of districts and by the granting of "variations" or "adjustments." This attrition is due to the belief of owners that their economic interest runs counter to code requirements. Suppose then the tax on desired open spaces were cut in half while the tax on land actually occupied by the building as well as that on undeveloped land remained at the full rate, would not this encourage owners to leave open spaces?

The proposal before the Housing Association is: Desired open spaces (which are defined as twice the amount legally required by the zoning code) shall be considered as part of the building and shall share in the building's exemption from half of the real estate tax.

This proposal meets the argument that the half tax stimulates land overcrowding. It leaves unimpaired the argument that holders of undeveloped land who await opportunity to unload at a profit due to population growth, should pay for the privilege. To be sure it imposes an additional burden of detail on the tax assessors. But otherwise, what is there in it to weigh against its promise of more light and air in city dwellings?

PILING UP MILLIONS

"LATTA WILL Creates $160,000,000 Fund," shouts a recent headline of the *Indianapolis Star*, "$50,000 to Make Civic Endowment after 200 Years; Library, University, Music Center to be Built from Bequests Available in 2129."

The story relates how one Will H. Latta, a lawyer, killed a week prior to the newspaper account, had desired to perpetuate his name for the benefit of posterity, and so wrote a will leaving $50,000 to be held in trust for 200 years. Income was to be added to principal and year after year the fund was to grow until it attained the magnificent proportion set forth in the headline.

The first reaction of the layman is to admire a generous man who, not having enough money at the time of his death to benefit his native city as he would like to do, directs an accumulation of property until something substantial may be accomplished. One's second thought is one of pity for the futility of human ambition.

Who knows what Indianapolis will be like 200 years from now? The last 200 years have produced changes revolutionary enough to render of doubtful value any attempts made two centuries ago to foresee and provide remedies for needs of today. The court records of England and the older colonies in this country are full of wrecks of ambitions as benevolent as that of Mr. Latta. Generous souls left money to rescue Christians from Barbary Pirates, to emancipate the slaves, to aid yellow fever sufferers in Philadelphia, and to do a thousand and one things forever. But conditions change swiftly and eventually an appeal must be made to the courts to modify the method of using the money, or the fund can only continue in idleness.

Unless Mr. Latta possessed extraordinary powers of prescience how can he be sure that Indianapolis 200 years from now will want what he conceived to be necessary? Others may in the meantime set up the very institutions he has in mind. Maybe something superior to a university will be evolved. Maybe a music center will become as out of date as a covered wagon, a Franklin stove, magical incantations, and a host of other factors at one time of essential importance to people generally.

Why should a man of today try to make a gift to the Indianapolis of his great, great, great grandson? Why not assume that future generations will be as able to solve the civic and artistic problems of their day? Plenty of wealthy men today, Senator Couzens and Julius Rosenwald, to mention two, believe that each generation should cope with its own problems and not be forced to carry on its shoulders the outgrown tools of the philanthropy of an earlier day.

There is also a menace in Mr. Latta's gift. Suppose everybody set aside in his will $100.00 to accumulate until it had become a billion and then to be used for some work which at present seems an outstanding contribution to the community. In time all the property in the United States might be drawn into the control of these trust funds and could be used under the law only in the specific manner indicated by each testator. Think what a horrible choking of the usefulness of property! Think how everybody would become not a robot but a slave of an economic order where all property was under the exclusive control of the dead hand.

You say that this is a fanciful notion and that I am no better equipped to pierce the future than is Mr. Latta. Granted. But there still lingers before our eyes two ideas in connection with Mr. Latta's bequest—the futility of trying to foresee the future; the menace in piling up property out of the reach of future generations to be used more or less rigidly for the purposes, often quite fantastic, of a long-dead testator.

FOR TRAINED WORKERS

WORK for the blind, like other forms of social work which had their beginnings in public sympathy for the unfortunate, has passed through a transition period. No longer is it enough to teach the blind to read; the desirability of instruction in manual occupations is now widely recognized. Teachers of the blind today do not confine their activities to teaching; all the functions of a social worker are theirs. Not all blind men in search of employment are now advised to go into broom-making; a wide variety of remunerative occupations is open to them. Quickening of the professional consciousness was the key-note of the Biennial Convention of the American Association of Workers for the Blind held recently at Wawasee, Indiana.

The qualifications necessary for a professional worker among the blind was the center of the conference discussion. Second only to "desire to serve" was placed the need for professional training. A minimum of highschool education, plus college if possible, a brief period of supervised practical work to determine fitness for the profession and one or two years in a school of social work were advocated. Increasing awareness of the many factors involved in any form of social work has brought readier recognition of the importance of training to the social worker. When to the other problems of social adjustment is added the handicap of blindness, there is obvious need for thorough preparation and all the help which training can give.

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Unemployment and Old Age Destitution

By ORDWAY TEAD

WHETHER or not employment can be an important preventive of old-age destitution is a question which faces both social workers and business men. To arouse false hopes here would be vicious, but for social workers to be ignorant of the genuine possibilities which industry holds out means an inadequate grasp of growing opportunity for constructive aid. For social workers have a responsibility even on the directly economic phases of this problem. Once this is realized the political measures to be advanced and supported can be more quickly discovered, and help can be offered to social-minded employers, to legislators and to groups organized to promote public good.

Let me first try to characterize the outstanding features of this problem as I have gathered them from conferences with numerous executives. The extent of unemployment due to old-age factors is not known, but recent emphasis on this problem and on the advisability of limiting new employment to workers under a given age limit, is causing so much concern among personnel workers, employers' associations and social workers, that there is good reason to think that these conditions are on the increase. The expectation of life for all of us lengthened from 42 to 58 years in the last two generations. The number of women workers who are staying on in industry is rapidly increasing. Both these facts underscore the problem of old-age unemployment as one that is likely to continue.

Apparently the situation is most serious among office workers and unskilled workers, since temporarily at least, the demand for skilled workers and craftsmen is not far behind the supply. The undesirable tendency of industry to limit its hiring to workers under 45 years of age means that those who for any reason become unemployed in the early forties find great difficulty in securing new positions. No proposal for company pensions or public pensions meets their need, since pension plans do not allow participation before 60 and 65 years of age is reached. At present, the dilemma of those from 45 to 60 is of even greater concern both to industry and to social work agencies than the problem of those over 65.

By Georg Plischke

One reason for the disinclination of companies to hire older workers is that it lays them open to economic and social difficulties when the 65-year age period has been reached. Many officials report that their companies are exceedingly reluctant to take on older workers and then incur the ill will of the community when such workers have to be discharged.

The question also concerns small employers even more than the large companies which for various reasons are giving organized attention to the older worker. In general the small companies seem to have less feeling of responsibility, and at the same time they have a greater problem to confront in trying to regularize employment.

The underlying causes of the present situation suggest what should be done toward meeting it. The first cause of increased idleness among older workers is unquestionably the current tendency to mergers among industrial companies. Among office as well as factory forces these have led to cutting down positions, to eliminate duplication in jobs and plants. A second cause is increased mechanization of process, eliminating hand work, coupled with the fact that in certain industries a faster rate of working speed puts a premium on youthful vigor.

FURTHER, the care with which Workmen's Compensation Insurance, group insurance and private pension plans are administered, acts as a factor to limit the employment of older workers, because the expense of such protection increases where the working staff is heavily weighted with workers in the older age groups. Thus, paradoxically, these excellent measures work against the interests of older workers.

Increased attention to health, including thorough physical examinations, acts in some cases as a deterrent to employing older workers. Finally, the general wage level, both in office and industrial work, is so low in relation to the cost of living that it is usually exceedingly difficult for workers to save any substantial amount to tide them over a long period of idleness.

Within industry itself and particularly in the larger and more progressive companies a whole range of activities is increasingly in use to deal constructively with this problem. The first is the increased care now being taken in initial employment and placement which means that once a worker's fitness for the organization has been established, there is a far greater assurance than ever before that employment will be continuous.

Many companies are resorting to transfer among jobs and re-education of older workers for new types of work. Some companies have special departments where their older workers are segregated to jobs specially suited to them. A number of companies have found that with improved industrial health-work and annual re-examination of all employes they are able to adapt older workers to suitable occupations. The Norton Company, for example, states that after a careful study of all jobs in the organization many were found which fitted aging workers to the satisfaction both of company and employe.

Lay-offs are undertaken with greater care where no

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other course is open. The International Harvester Company boasts that it has closed three plants in recent years but that every worker deprived of a job was found other employment either with the company or elsewhere (see The Survey, April 1, page 31). Several companies have used a dismissal wage for lay-offs, usually a lump sum representing an advance of weekly wages varying from two weeks to six months. While, of course, this does not solve the problem for the employe, it helps him to tide over a period of readjustment. Some companies in individual cases lower the pension age to take care of older individuals who have to be laid off, and the amount of the pension is pro-rated to age and length of service.

NOT more than four hundred corporations have systematic pension provisions These are limited for the most part to large companies, and well over 50 per cent of them are in the public utility field where stability of employment is already a fact. Such plans include therefore, only a small fraction of our industrial population, and they are so expensive to institute that they are almost beyond the reach of the smaller companies.

Another possible help for the future may be the use of both principal and dividends in the later years of life by employes who have become stockholders in the companies in which they work. But when it is realized that a worker needs a principal fund of at least $5,000 to give him security during his older years, it will be seen that the number of employes who will qualify for this kind of assistance will necessarily be limited even under the most prosperous circumstances.

Finally, mention should be made of the increasing extent to which a policy of regularized work or unemployment compensation is being used, which means that workers fortunate enough to be in such companies are in an improved position in making provisions for their later years.

A combination of all the activities characterized as industrial personnel work give evidence in the larger companies of a consistent intention to take care of employes who have been with the organization for some time. Nevertheless, this analysis indicates that the possibility that all such policies can ever include in their benefits the great mass of industrial employes in companies small as well as large, is extremely remote.

OBVIOUSLY, the community as a whole must take a hand if the problem is to be met in a thorough-going fashion. Here the influence of social workers is needed to enlighten the public and create public demand for practical reforms. The required remedies are not novel. They have been agreed to among progressive economists and business men for the last twenty years. But they must have repeated publicity if sooner rather than later they are to be made effective.

Of these general social remedies the first is an adequate system of public employment exchanges throughout the country. While this does not create employment the evidence is conclusive that this agency intelligently administered can minimize delays in supplying information about available positions and can facilitate the transfer of workers from old to new jobs or industries.

A second generally recognized necessity is more accurate statistics on the volume of idleness. The operation of a national system of labor exchanges would simplify this task. In the absence of this knowledge the extent of the problem and the age and trade of the unemployed is a matter of pure guess-work.

With this information at hand, it would be possible to coordinate, both locally and federally, plans for commencing public works at such times as private industry has released workers from employment. The methods of doing this and the legislative ways of bringing it about are already well-known. Enlightened employers have recently been urging in congressional hearings legislation which will greatly facilitate this practice in the field of construction where federal funds will be expended. But much remains to be done in respect to state, county and municipal outlays.

There is reason, also, to think that something more general in application must be done in the field of unemployment compensation. The line of attack suggested by the Huber Bill in Wisconsin may well be the approach best adapted to American needs. Certainly, to rely on corporation plans for unemployment compensation will prove wholly inadequate as well as much too slow. Unemployment compensation cannot of itself create employment for aged workers but the outlay required will call the urgent attention of employers and the public to the size of the problem and unquestionably encourage industrial leaders in new efforts to find work rather than pay high insurance premiums.

FINALLY, the whole trend of this analysis points to the need for a public system of old-age pensions. In New York the governor has recently appointed an Old Age Pension Commission. One of the most important and immediate tasks of social work organizations in the state is to offer to this board all possible factual evidence as to the nature and extent of old age destitution. An important aspect of this factual evidence will undoubtedly be that the typical pension proposal for paying only those over 65 years of age is not going to go to the root of the whole problem. The evidence seems unmistakable that the age for pension will have to be reduced unless in some wholesale way employment can be supplied for far more people in the middle years of life than seems now to be the case. Public pensions are not a panacea, but an intrinsic part of the whole scheme.

In bringing to pass such measures as are here proposed, reasoned arguments are weak compared with "heart interest" appeals. Public sentiment will be moved only when it is moved emotionally. It is moved emotionally when the facts of old age destitution are conveyed in terms of the suffering of individuals. Social workers can help supply the emotional leverage to the public which will move it to action. They uniquely, know the personal sufferings of the destitute aged and it is, therefore, their peculiar privilege to dramatize and personalize the consequences of the present difficulty. In addition, there is the quantitative side of the problem on which social workers have facts that should be much more widely known.

Implicit in what is here said is the fact it will do no good to be merely critical of modern corporations. The officials of many of them are as aware of this problem as social workers are, but they confront a real dilemma in trying to cope with it.

In a word, social workers face here an opportunity to render invaluable service if they will persistently act as interpreters of personal suffering and as prodders of the social conscience by modern publicity methods to bring home the true nature of this problem of destitute old age and the elements of its solution.

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Politics and Trade Unions

By JOHN A. FITCH

THE essential relationship between politics and trade unionism in Great Britain and the similarities and contrasts between the British labor movement and that of the United States are impressed anew by G. D. H. Cole's three-volume history.[1] From the Combination Acts of 1799-1800 and their repeal in 1824 down to the passage of the Trade Union Act of 1927 British trade unionism through a succession of statutes has had its legal status defined and re-defined. The right to organize having first been established in 1824 the hundred years following witnessed a succession of adverse court decisions limiting what the unions might do, followed by Acts of Parliament tending to reverse the decisions. The first break in this succession was accomplished by the Conservative government of Stanley Baldwin, following the general strike of 1926. In the nature of the case, one would be inclined to say, the British trade unionist could not do other than turn to politics.

By the same token, a careful student of American trade unionism of the period since the mid-eighties might make the same deduction. There have been adverse court decisions enough, many of them paralleling those of the British Courts. But with what different tactics the American unions seem to have approached their political problems. This is the common view of the matter and may be justified on the basis of a study of British history since 1900. But if one were to go back as far as the sixties in the last century it is not certain that he would feel that the approach has been so different. That was the period when British labor was struggling, not to control the government through an independent party, but to elect labor men or labor sympathizers to Parliament as Liberals. In much the same way the American Federation of Labor since 1906 has been lining up rather consistently behind labor men and sympathizers running for office as Democrats.

Indeed both the methods and the philosophy of British trade unionism in the latter half of the 19th century strongly suggest American trade unionism of today. Says Cole:

> During these decades, the workers fought many hard battles; they made great new movements, and built them up on solid foundations of collective loyalty. But they neither created nor inspired any new philosophy or body of social ideas. The philosophy of these leaders was not a capitalist philosophy; but it postulated the acceptance of capitalism and did not seek to overpass the limits which that acceptance implied.

In further characterization of the worker of the 70's, we read:

> If the employer had his plush and mahogany, the skilled artisan began to ape him with his tiny parlour, a symbol too sacred for common use. If the employer had his investments, the skilled artisan was beginning to have his few pounds in the "Co-op" or the penny bank, and his stake in the funds of his Friendly Society or his trade union. His virtues were those of his employer, on a smaller scale; he too felt himself a self-made man, and shared in the complacency of the times. He too hoped that, every day and in every way, he and his country would get richer and richer and richer.

Cole divides the history of the British labor movement into three periods: The first extends from the Industrial Revolution to 1848—a period of reaction against the new developments in which the worker was still "a peasant at heart." He was "looking at least as much back as forward" and was not so much seeking to control the new capitalist order as, half consciously, to destroy it. This was the period of machine breaking, of Owenite Socialism and of Chartist agitation. The second period lasted from the middle of the century to the 80's and was marked, as suggested above, by acceptance of capitalism and by the rise of trade unionism substantially in its modern form. Alliance with Liberalism in this period meant a long step from the political disfranchisement that preceded. The third period began with the rise of British socialism in the early eighties and extends to the present. This is a period of growing class consciousness and is marked by the emergence of independent political action in the British Labor Party.

Upon the whole this is a fascinating account. There are certain aspects that have been better told by the Webbs or the Hammonds. The last section of the history, too, dealing with matters within the author's own memory or in which he was a participant seems at times a trifle incoherent. This he anticipates in the preface to the third volume where he says that "it is hard to make sense of a period at once so eventful and so discontinuous" and hard also "here and there, not to lose one's temper over a controversy fresh enough to arouse passion."

There is very little evidence of the latter, indeed the degree of objectivity achieved is upon the whole noteworthy. While inevitably overlapping other studies, to some extent, these volumes accomplish what no other writer has set out to do, in that they cover both industrial and political organization. Especially satisfactory is the account of the rise and development of the Labor Party.

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[1] A SHORT HISTORY OF THE BRITISH WORKING CLASS MOVEMENT (Vols. 1 & 2), by G. D. H. Cole. Macmillan. 211 pp. Price $4.50 postpaid of The Survey.
A SHORT HISTORY OF THE BRITISH WORKING CLASS MOVEMENT (Vol. 3), by G. D. H. Cole. Macmillan. 237 pp. Price $2.50 postpaid of The Survey.

FOR THE HELP of students, social workers, union members and others who need to know in detail the story of the growth and development of the Amalgamated Clothing Workers of America, the organization's research department has prepared a complete and very useful bibliography. The pamphlet is divided into nine sections: general material; industrial relations, strikes, lockouts and injunctions; Russian-American Industrial Corporation; Amalgamated Banks and labor banking; cooperative enterprises; unemployment insurance; the men's clothing industry; publications issued by the Amalgamated. Books, magazine articles and pamphlets are listed.

UNEMPLOYMENT as a continuing factor in our social and industrial life, rather than a series of irregular and unpredictable crises, is more and more claiming the attention of employers and of social agencies. A recent and very practical discussion of the question from this point of view is entitled The Time To Plan Is Now, suggesting how the community may equip itself to meet the needs of the unemployed more adequately than by hasty emergency measures. "This pamphlet," its foreword states, "has been prepared by the Industrial Problems Committee of the American Association for Organizing Family Social Work as a guide for the use of family social workers, board members and others who find themselves engulfed in the problems of unemployment without time to read the vast literature on the subject. It offers in summary form the suggestions which have grown out of the practice of social agencies and the research of industrial and civic groups." Reprints of the pamphlet are available on request to the Association, 130 East 22 Street, New York.

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Parents Consider the Colleges

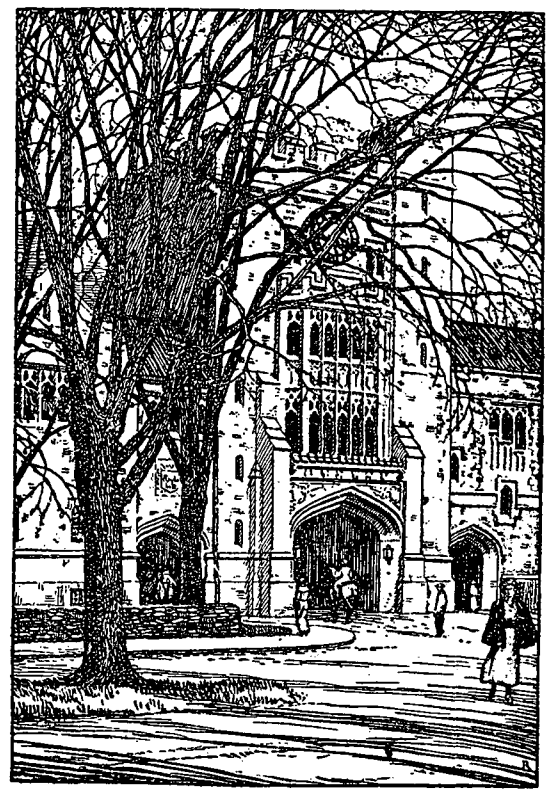
By RUTH STRANG

"I FIND that college has done all the things for my daughter to a greater degree than it did them for me—and therefore conclude that it is working along the right lines."

This is the opinion of one mother, herself a college graduate, concerning the effect of higher education on her daughter. Do other parents agree with her in this optimistic attitude toward college?

There are a number of ways in which the values of a college education may be measured: first, by obtaining objective evidence of change for better or worse in health; in ability to think, to get along with people, to adjust to community life, to enter a vocation successfully, and so forth; second, by obtaining opinions regarding these points. Dr. Robert D. Leigh, President of Bennington College, in opening the discussion of this question at a meeting held at the Women's City Club of New York City, suggested that six groups of people might have opinions of value on this question: young women now in college; young women who have not attended college; college alumnae looking back on their education from a vantage point of several years; college administrators and teachers; educational philosophers; parents of daughters who have attended or are now attending college.

Administrators and educational philosophers have frequently stated their opinions of the values of a college education. At a meeting of The Parents' League, a socially prominent group of parents in New York City, the interest and cooperation of the members were secured in answering a two page questionnaire[1] on the subject of the values of a college education for young women of their social group. The father and mother were requested to make a joint reply to the questions. One hundred and seventy-two members of the Parents' League gave the information requested. The replies from these questionnaires were tabulated[2] in detail and all the material on the two pages was summarized.



Vassar

Thirty of these parents have at least one daughter who has graduated from college. Eighteen have daughters who have attended, but did not graduate. Thirty-two have at least one daughter who is attending at present and fifty-one have daughters expecting to go to college. All of the group have a sufficient basis of experience for expressing opinions on this subject.

The colleges to which this group of parents are sending their daughters are principally the large eastern liberal arts colleges for women. A few of the smaller women's colleges are represented, and the women's colleges of two large universities. The opinions given, therefore, may be considered as referring to eastern women's liberal arts colleges. The majority of these opinions are based on observation of daughters who have attended college within the last four years.

The particular college chosen does not seem to be a factor influencing the opinions of these parents regarding college. Both favorable and unfavorable comments were made on all the colleges. There were more unfavorable replies from parents of daughters who had attended college without graduating, then from those whose daughters had graduated, were attending, or expected to attend.

The location of the family may also be a factor. Some of the comments suggested that living in a big city like New York is in itself a liberal education, and that there are educational opportunities in such a city more valuable than the isolated women's liberal arts college could offer.

In general, the opinion of these parents is favorable to college education as it is administered today. Two-thirds of this group believe college is valuable, while 15 per cent think it essential. On the other hand, 12 per cent doubt its value and four per cent think it unnecessary. Only five parents (three per cent) believe it harmful.

At least seventy per cent replied "yes" to the more specific questions: Has college taught your daughters to think, to make practical decisions, to get along with others, to schedule work successfully, to use leisure wisely, and to adapt herself to community life? Has college increased her health and happiness? Has college matured her family attitudes? This favorable attitude

[1] The questionnaire was prepared by Carolyn Henderson, secretary of Bennington College.

[2] The tabulation and interpretation of results were made under the direction of the author with the assistance of Mrs. Louise Cassady and Mrs. Gladys Baird, graduate students in the Department of Advisers of Women, Teachers College, Columbia University.

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toward college may be illustrated by the comment of the parents of two daughters who had attended college:

> Our experience leaves no desire to criticize the college. Both girls married and are unusually happy. . . . We believe that if a daughter or a son accepts what the college offers, both may receive tremendous benefit from four years of training.

THE groups least favorably inclined toward college were the parents of daughters who had attended, but did not graduate from college, and those who had no daughters but were answering on the basis of observation of "other women's daughters." It is interesting to note that the least favorable comments were made by those having the least intimate contact with college girls. On questions in which the replies of other parents are favorable to college education this miscellaneous group is unfavorable, and *vice versa*. May not public opinion in general show similar deviations from opinion based on intimate experience with young women who have attended or are at present attending college?

The two respects in which these parents felt that colleges were inadequate were in their vocational guidance and health programs. To the question: "Has college guided your daughters successfully into a vocation," one parent answered, "Decidedly not!" Almost three-fourths replied, "no" to this question. Two-thirds of the parents felt that college had not strengthened their daughters physically. The effect of college on health, is, of course, difficult to judge because of the persistence and continuing influence during later life of habits and tendencies of the pre-college period.

Although seven parents reported that they saw no need for improvement of college education, many others pointed out defects and offered suggestions for their correction.

Many parents called attention to the need for a better type of social life. They mentioned the lack of association with men in isolated women's colleges. One parent said, "There are many objections to segregating a group of girls for so long a time." The remedies suggested were co-educational colleges or week-ends at home. Some parents stressed the lack of intimate association between faculty and students and advocated more personal contact of professors with students. One parent pictured the ideal situation as follows:

> If it were possible to have college more like ordinary normal life and less conventional, without adding too much stress and too many distractions we would consider it a great advantage. A more normal social life would seem desirable.

TWELVE parents emphasized the need for personal guidance of students—guidance for special capacities, guidance for life problems, including the choice of a vocation, and guidance in the art of thinking. The remedies offered were more creative work for seniors and better organized orientation of freshmen.

One change frequently suggested was a curriculum more closely related to life, especially married life. One parent expressed the need for a more practical curriculum, as follows: "We nearly all marry and have children and I fail to see why a person is competent to do one or the other without special training. No one would engage a chauffeur or a secretary whose only equipment for duty was a well-trained mind." The Euthenics course at Vassar, which is at present the second most popular major in the college, was mentioned by a number of parents as one means of applying scientific knowledge to the practical problems of living.

A second modification of the curriculum, with which administrators are also much concerned at present, is provision for "more freedom and initiative on the part of the student," "increased provision for special talents," "more specialization at least in the upper classes," and "a more flexible curriculum." Twenty-four parents expressed this idea in various ways. One parent thought that the seniors should be allowed to "launch out in independent work—research or creative effort," and that "an enterprising college president might become the liaison officer between some of the research foundations and his scientifically minded seniors." Honors courses which are now being offered in many of the large colleges were suggested as a solution for what Edward Beatty has described as "the convoy system of education."

The size of classes and the selection of students were problems of which sixteen parents were cognizant. Thirteen felt that the size of the college should be limited. One parent set 250 students as the optimum number.

Seventeen parents advocated reducing college to two or three years. One reason given for this shortening of the college course was that "the average boy and girl go to college too young and the average girl, at least, is segregated too long." Other reasons given were that the two-year college "would be better for young women who are only going to college as an experiment, and would improve the scholastic atmosphere of the four-year colleges by eliminating the less serious students."

THERE was considerable difference of opinion regarding the relationship of parents to college administrators and faculty. Some parents advocated closer contact, while others believed that parents should keep "hands-off."

The plea for "better trained and more inspiring teachers" occurred frequently. One means suggested for securing this higher grade of teaching was "larger endowment for higher salaries to tempt the very best men and women in the country into the teaching profession." To improve instruction several parents suggested the tutorial or preceptorial system, and more seminar courses. Apparently these parents are in general satisfied with the results of college education as they know it.

They recognize, however, room for improvement. Colleges for women, they believe, should be made better, but not bigger. They should provide a more normal social life, more frequent association of women with men, and more stimulative personal contacts of student with faculty. They should offer courses which will meet the needs and aid in the development of the special abilities and capacities of each individual student.

Although these defects have been recognized and although most of the suggestions offered by parents have already been considered by educators, the information obtained from the questionnaires is of value in reminding college administrators of deficiencies still existing in their institutions, in stimulating them to further consideration of these problems, and in suggesting the need for making known whatever methods are being tried by individual colleges to correct these defects in higher education for women.

Describing the aim of college education, one parent said:

> The college should not constitute a world by itself, superior to the rest of the world and detached from it, but should stress the attitude that all learning is toward the end of better living.

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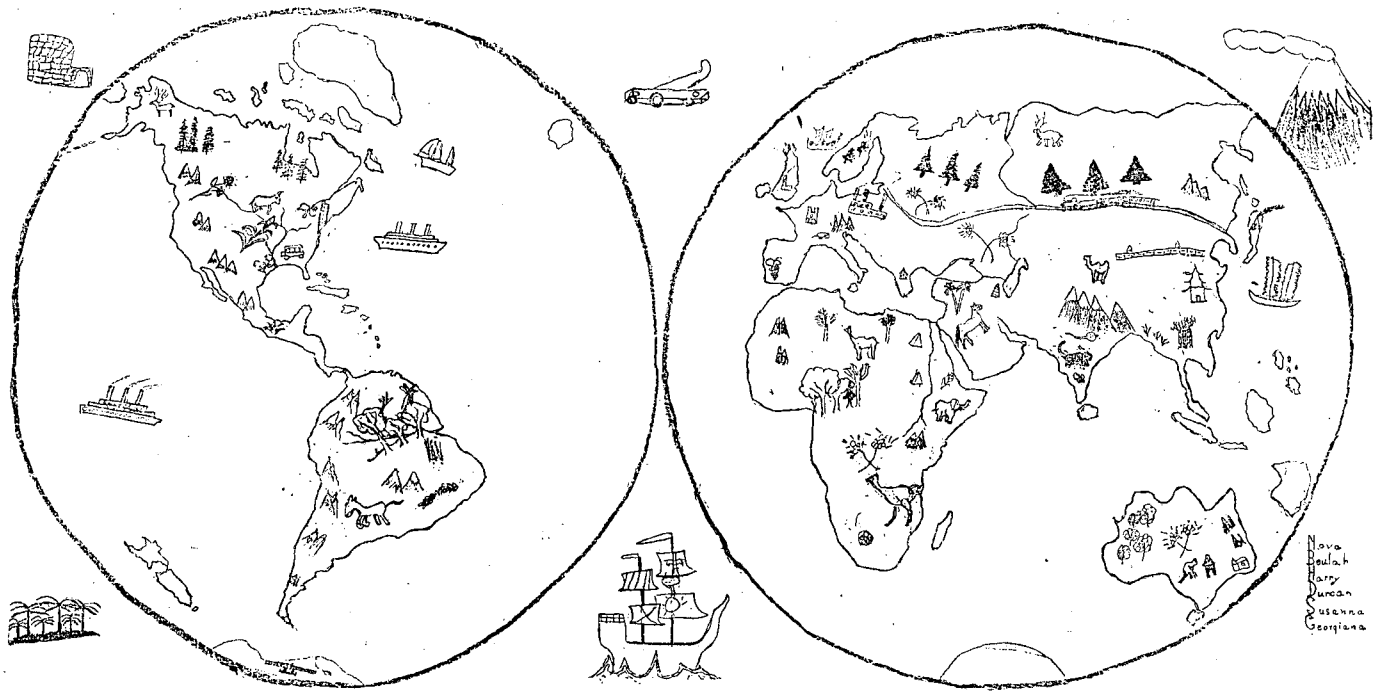

"Sometimes we make picture maps to show why the places are interesting"

Maps of Adventure

By NELLY M. BROCK

WHEN the eight-year-olds brought their maps to "discussion period" the whole world was spread out before us. Each child had asked to draw a different continent. They had worked on great sheets of drawing paper, spread out on the floor and they had toiled over them with unwearied eagerness, comparing, commenting, running to verify their boundary lines by the globe in the corner or one of the wall maps in the front room. As my assistant and I watched them with that self-effacing detachment that is one of the chief functions of the modern teacher, we talked sometimes of how bored we were with maps in the schools of our childhood. For map drawing a few decades ago was not a joyous common adventure, planned and begged for as ardently as a museum trip or a school play. No, map drawing used to be a compulsory exercise, as laborious and meaningless as the long lists of "statesandcapitals" we learned by rote. Our Town—certainly Our Country—was the only important section of the globe in those days. The rest of the world was "queer," "heathen,"—uninteresting or despised.

Perhaps better teaching methods are partly responsible for the international interests of children today. But is not a deeper influence the fact that the child is now more of a cosmopolite than the average adult of a generation ago? With movies, radio and airplanes, which seem almost to have eliminated distance and space, he has become more familiar with the four corners of the earth than any but the leisured few of yesterday.

Even the newspapers are no longer just dull things that grown-ups enjoy and discuss. They are now filled with pictures and stories of the thrilling adventures of travelers and explorers. So maps have ceased to be tiresome and intricate patterns representing unknown cities and countries that we traced and studied because we had to, and have become the background for romance and adventure. Best of all, this adventure and romance are not part of a far-off, half-story-book time, but of the living present. Byrd's dash to the South Pole, Lindbergh's flights to Paris and to Mexico, Hoover's good-will trip, Captain Fried's rescues, the trans-Atlantic Zeppelin cruise—was there a child even in remote country districts who did not hear of these and want to follow them on the map?

IT was in tracing airplane flights that the Eights acquired the "map habit." Now, whenever a new place is mentioned, it is at once looked up on the globe. Maps are as familiar to these children as the pages of the "speller" were to their parents. As our interest in maps grew, we found that they furnished not only background for high adventure, but for the familiar stories of our friends. The janitor was once a cowboy riding the plains of Texas. The Chinaman who has a laundry on the corner used to live beside the Yang-tse river. Rosa, the colored girl who cooks the school lunch every day, remembers a grandmother who came from Africa. The French teacher was born in the Alps, and all of us love to hear how she went to school in winter on her skiis. Even our toys came from the four corners of the earth —our carved animals from Russia, our mosaic blocks from Germany, our water flowers from Japan.

The children themselves asked to make their own maps, illustrating Byrd's journey, the Phoenician trade routes, the course of Lief the Lucky and his men, and the other stories of the year. "It's much more fun than tracing them on the wall map," they said.

Sometimes we make picture maps, "to show why the places are interesting." To draw pictures, you have to know just what goes where. Geographies and encyclopedias are

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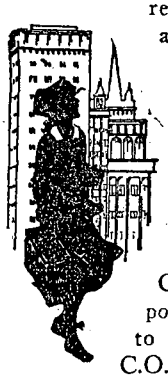
consulted to be sure no mistakes are made. In one place, animals and vegetables seem most important, in another a great river or mountain; here, something particularly exciting happened long ago; there, something about current life is especially interesting—camels in the desert, Eskimos in the Arctic, tea in China, the Vikings in Norway, Columbus leaving Spain. Nova wanted to put tigers in her African jungle, but Beulah, who had drawn Asia, stopped her,

"For," said Beulah, "tigers don't live in Africa. Asia is the only continent that has them."

Nor are the ships and the Eskimos just copied from pictures in our books. Each of us has seen them in museum representations or in the movies, which is as near as most of us will ever get to seeing them even if we live to a ripe old age. As for the animals, they have been visited in the circus and the zoo and certainly are not strangers at all to any of us.

Watching the Eights and their year-long absorption in maps, it seems to me that map study and map drawing are normal childish enthusiasms, growing out of the conditions of modern life. With globes, paper, crayons and, on the rare occasions when it is needed, grown-up cooperation at home or at school, maps mean to children of today convenient and interesting tools for understanding the world in which they live. In using these tools, there comes to them a sense of the twentieth-century closeness of continents and peoples. The Eights who pieced together their great map of the world felt, with Comenius, "The same sky covers us, the same sun and all the stars revolve about us and light us in turn. We are all citizens of the earth together."

THIRTEEN COLLEGE juniors from thirteen leading women's colleges of the country spent July in New York City, studying social conditions under the leadership of the Charity Organization Society, to see how college theories jibe with reality. This "junior month," as it is called, is an annual affair. Each of the undergraduates is selected by her college for this opportunity, which is financed by a special gift. The program includes lectures by well-known authorities on child welfare, health, housing, immigration, labor problems, juvenile delinquency and similar questions, and also field trips to the Medical Center, Ellis Island, Randall's Island, workmen's compensation hearings, the Children's Village at Dobbs Ferry, and other points of special interest to the group. According to Clare M. Tousley, assistant director of the C.O.S., who had charge of the undertaking this year, "Junior month is conducted according to the project method of education. For example, these girls heard one morning the latest theories about juvenile delinquency from a nationally known expert, and immediately after the lecture I took them to the children's court where they saw for themselves what kinds of problems are presented by city children who have run afoul of the law. They heard the decisions made about these children, and the next day they went to see the reformatories, to which these youngsters and others like them are sent."



"TO MULTIPLY and strengthen the bonds of intellectual and scholarly understanding and friendship between Japan, China, the countries of the Pacific and the United States and to perform such academic services as may be found useful and practicable," a visiting professor of International Relations will go this fall, under the auspices of the Carnegie Endowment for International Peace, to certain universities of Japan, China and the Pacific area. Charles E. Martin, Dean of the Faculty of Social Science at the University of Washington, has been accredited by Dr. Nicholas Murray Butler for this position. Dr. Martin will lecture this autumn before the Imperial Universities of Tokyo, Kyoto, Doshisha and Waseda in Japan, and the Lingnan, Nanking, Shanghai and National Universities in China. He will also give special addresses before scientific bodies and learned societies.

AN ADVISORY COMMISSION in Education has been appointed by Ray Lyman Wilbur, Secretary of the Interior, to study the educational forces of the national government and the possibility of bringing them together under an assistant secretary of one of the departments. The committee has been divided into three groups. The first will consider the educational activities of the government, their present administration and desirable changes in organization; the second, the subsidies now given by the federal government to colleges, their present administration, the results they obtain and the policies that should be adopted in the future; the third will study subsidies granted for education of less than college grade, the effectiveness of such grants, and possible changes in policy.

A NEW DEPARTMENT, coordinating all the work in sociology has been created at the University of Wisconsin. Hitherto sociology has been joined with economics in one department. The teaching and research in rural sociology have been in the department of economics in the College of Agriculture. Other phases of sociology have been in the College of Letters and Science in the University Extension Division. The new Department of Sociology and Anthropology will unify teaching and research in sociology throughout the university. At present there are nine persons of professorial rank in sociology at the university, as well as some instructors and assistants. Within the next two or three years a full professor of social statistics will be added to this staff, an additional professor of theory, a second man in anthropology and two new people in rural sociology. The research program will be expanded by placing on the staff two or more research assistants. The funds available for research in sociology have been increased this year and will be added to as rapidly as possible.

AFTER TWO YEARS during which no "marks" were given, final grades are being made for students who have completed their studies in the Experimental College of the University of Wisconsin, on the basis of three pieces of work during their sophomore year. Recommendations for full junior standing in the College of Letters and Science are based on these marks. American civilization was the general subject for sophomore study, and the year's program was arranged around three definite pieces of work: a regional survey of some local area selected by the student, to show his ability to deal with a problem carefully and independently; a paper in a field in which the student was specially interested—one sophomore, for instance, dealt with duties imposed by colonies and states in early American history, another discussed Thoreau, and a third technical aspects of aeronautics; finally, an achievement test covering material unrelated to the specific subjects carried on in the college. Advisers also recorded impressions of the individual students throughout the two years, particularly impressions as to ability, attitude and special problems.

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Books in Our Alcove

Due Process of Law?

POLITICS AND CRIMINAL PROSECUTION, *by Raymond Moley. Minton Balch. 241 pp. Price $2.50 postpaid of The Survey.*

THREE factors combine to produce the situation which the author pillories in this book. The first is the delegation of entire responsibility for criminal prosecution to government officials. In England it is otherwise. There the representative of the Crown takes the initiative in prosecution only when it appears that sole reliance upon private initiative will not work to the public interest. Our system obviously requires for effective action even higher professional standards on the part of the representatives of the public than the English.

But here the second factor sets in. Thus in the main the prosecutor's office has become a temporary office regarded as a stepping stone either into private practice or into politics; or in the country districts, a part time office to be carried along with, and under pressure to be neglected for, the prosecutor's private practice. We have therefore specialized the function of prosecution so far as to take responsibility off the individual aggrieved, but not far enough to produce efficient professionals performing the function.

Connected especially with the prosecutor's office as a gate into political life is the third factor, the impact of politics on criminal prosecution. There is not only the matter of political debts and the hope of political advancement through party and other contacts; also traceable largely to this source is the seeking of notoriety by the prosecutor, his emphasis on the sensational case, and so on.

All of which becomes vital when Professor Moley shows that the prosecutor's office is the power center of criminal prosecution. Relatively few of the cases in which convictions occur involve jury trials; most of them follow admissions of guilt by the accused. In the main, however, the plea of guilty is arrived at by bargains between the prosecution and the defense, involving either the acceptance of a plea to a lesser offense than that charged, or later cooperation of the prosecutor in effecting leniency of punishment. And the prosecutor's power appears perhaps even more strikingly in regard to the cases which "die" without conviction: by elimination in preliminary hearing, or by failure of an indictment, or by discontinuance of prosecution. Little publicity attends the prosecutor's exercise of this tremendous discretion; the opportunity for political pressure is clear. At the same time, that discretion offers wide opportunity to individualize the treatment of offenders for purposes of their rehabilitation.

All of the above applies to major offenses, not to minor. One of the values of the book is the author's careful avoidance of the common confusion of these two. And all of the above deals only with cases where an arrest has occurred. The author is not concerned primarily with the police. He barely touches the amazing discrepancy in this country between the figures on reported major offenses and on arrests for such offenses; he concentrates on the equally amazing discrepancy between arrests and their results.

In part, therefore, the book reenforces certain ancient wisdom (so regularly forgotten as to need eternal emphasis): that no matter how able and excellent government officials may be, their work can be hamstrung by ill-adjusted government institutions and their best achievements made to leave few traces after they are gone. Even ability and good intention (when found) are in the long run no guaranty of wisdom in the exercise of wide discretion, unless there be check-up in gross and in detail. On the other hand, no set of institutions is proof against manipulation or ignorance or lethargy in personnel.

For the other part, the book is somewhat peculiar among discussions of crime, in being painstakingly based upon a multitude of cases, in its highly discriminatory use of statistics, in the care which the author take to remain within his facts.

Politics and Criminal Prosecution needs reading. It will revolutionize the layman's beliefs as to what a criminal prosecution is and means.

K. N. LLEWELLYN

School of Law, Columbia University

"There was a hill..."

Drawn on wood by Ethelbert White. From the Story of My Heart, by Richard Jeffries. Dutton.

Shapes and Forms

GESTALT PSYCHOLOGY, *by Dr. Wolfgang Koehler. Horace Liveright. 403 pp. Price $4.00 postpaid of The Survey.*

IN the development of psychology as a science, interest has been concentrated first on one theory and then another. These different aspects have furnished the problems of the particular moment in the light of the latest discoveries. At present the Gestalt theory is attracting attention and we may expect the psychologist to venture blindly into this field, as he has into behaviorism and introspectionism in the past, without perceiving that the real basis of psychology lies in the dynamics of instinctual trends.

In his previous work on The Mentality of Apes (1925), Koehler emphasized how difficult it is satisfactorily to explain intelligent behavior so long as no detailed theory of shape (Gestalt), has been laid as a foundation. For such an explanation, an intelligence test is useless, because such a procedure is likely to be endangered by the person making the test. This gap is supplied by the present volume which is devoted to a detailed explanation of the Gestalt theories. It has not the fascination of the earlier volume, but constitutes a necessary theoretical supplement to it.

Gestalt psychology may be defined as a proposed revision of psychological concepts involving a renewed recognition of patterns and integration. Parts lose their separate identities, so that each conscious process is a Gestalt (form, shape, structure or configuration) and not composed of separate elements, each element corresponding to a definite stimulus. Therefore if the organism loses a part, its reaction still remains that of the

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whole, a new whole and not a fragment, so that the partial organism adapts itself under these changed conditions by acting as the entire organism. The Gestalt theories are protests against any attempts to build up or reconstruct wholes out of elements, they are really opposed to synthesis. Shapes or forms explain the specific properties of things and accordingly the processes of learning, striving, emotional attitude, thinking and so on may be included as the subject matter of the Gestalt theory. Even association and reproduction are dependent on organized processes and all sensations are treated as units and not as isolated parts or "mosaics." Consequently we perceive forms only as organized wholes. The rôle played by resistance in reproduction, does not seems to enter into the Gestalt investigations.

In the course of the volume Koehler severely criticizes the "machine theory" of behavorism, with its denial of consciousness and consequently of the unconscious and also of introspectionism with its artificial selection of thoughts and experiences. In fact, according to the Gestalt conceptions, mental processes do not consist of stimuli on one hand and reactions following on the other, but rather, as demonstrated through previous work on the mentality of apes, are principally determined by the apprehension of a specific total situation. Real psychology must be dynamic, yet the Gestalt theory while tending towards dynamic interpretations, possesses a certain static rigidity, in that it explains instinctual behavior as a manifestation towards an organized and spatial structure.

These Gestalt theories constitute a definite break with academic and experimental psychology. Koehler's critical attitude towards behavorism, is merely a reiteration of what the psychoanalysts have been doing for years. Although psychoanalysis is not mentioned in the volume, yet the Gestalt psychology contains more psychoanalytical principles than its originators may be willing to admit. Briefly these are, the antagonism to the "mosaic" or isolated character of sensory experiences, the insistence on the bipolar character of organization and emotional attitudes (corresponding to the ambivalence or coexistence of opposed feelings as formulated by psychoanalysis), the hidden determination of mental processes, the latter being synonymous with unconscious motivation, and the stress laid upon the development of the dynamic context in the organization of mental life.

Boston, Mass. ISADOR H. CORIAT, M.D.

The Lord Mayor and the Slums

HOW TO ABOLISH THE SLUMS, *by E. D. Simon. Longmans, Green. 146 pp. Price $1.80 postpaid of The Survey.*

THE ex-Lord Mayor of Manchester who wrote this book seems to have a better grasp of the realities of slum removal than one would expect of his brothers of the species in America, let us say the sartorial Jimmy Walker or Bill Thompson the Builder. He does tell us what overcrowding is, how much overcrowding there is in some English cities and he goes with candor into the economics of housing reform. The families most in need of improved housing are least able to pay for it. Most of them could not move into even the cheaper model houses and for them there is no alternative except for the State to take the initiative. He believes that state subsidies on the cheapest of the durable houses could be met in ten years. In this he may be optimistic but it is after all the best objective presentation of the possibilities of housing reform that we have seen.

Seth Low Junior College NELS ANDERSON

History in the Raw

A PICTURE OF WORLD ECONOMIC CONDITIONS AT THE BEGINNING OF 1929. *National Industrial Conference Board, Inc. 253 pp. Price $2.50 postpaid of The Survey.*

A CHARACTERISTIC of modern business life is its growing complexity. With America's new role as a world banker and trader, executives of necessity must keep informed about the changing panorama in other countries. For the second time, the National Industrial Conference Board has regimented its correspondents in foreign countries to collate available data concerning recent economic changes. The first part of the volume consists of a routine compilation of information concerning production, wages and employment, prices, foreign trade, and conditions of public and private finance in twenty-two leading countries, including the United States. In the second part of the book, statistics are illuminated by interpretative comment by competent public figures in various countries, including such famous names as Sir Arthur Balfour, and the Right Hon. Reginald McKenna, for England; M. Franz von Mendelssohn for Germany; Henry de Peyerimhoff and André Siegfried for France; George Theunis for Belgium; and Sir Henry W. Thornton for Canada. The quality of the symposium is uneven, but on the whole the special articles by foreign correspondents are suggestive and stimulating. The great merit of the book is timeliness. It consists of history in the raw, written on the run by active participants, and it is of course subject to correction when more definitive data become available and it is possible to view nearby events from a longer perspective. The front of the book consists mainly of reference material, which is to be skimmed rather than read consecutively. The special articles, on the other hand, make interesting, if disconnected reading, and the individual reader is likely to concentrate on countries in which he has either a practical or theoretical interest. The volume constitutes a useful appendix to books on economic conditions in individual countries.

New York City MERRYLE STANLEY RUKEYSER

The Taint of Magic

THE MIGHTY MEDICINE, *by Franklin Henry Giddings. Macmillan. 147 pp. Price $2.00 postpaid of The Survey.*

THIS is a significant book with a touch of inspiration in it Its message is potent, its sweep broad, its bearing fundamental. It deserves the widest circulation, in academic circles particularly. Retrospectively, Mighty Medicine is the mystic, the magical, the superstitious, the un-understood. Once the whole of knowledge, the ambitious precursor of science, it shaped belief to human needs, erected an altar of fear and ruled men by sorcery and incantations. The voodoo spirit continues and yields slowly to the illumination of real knowledge. In between, the story of how men found the antidote to primitive magic in the pursuit of learning, becomes a tale of tradition, of ecclesiastical scholasticism, of the gentleman scholar of the Old Breed. At last emerges the Liberal Education, still affected by the taint of the old.

The promised land remains far in the offing. Colleges will have to be made over, human nature more truly recognized, the entire set of values rearranged before we can be said to be authentic followers of the new leads, completely purged of the old misleads. At every point at which this program is touched upon there is wisdom and stimulation. From kindergarten to university, we must distinguish between the leaders and the followers, the inferior and the superior; we can direct but not create human quality. Democracy and Behaviorism make the same fatal error, each worse than the other, if they choose to disregard this fact. The new education follows or creates a new morality; religion is the will to carry on, whate'er betide; what is good and right must be physiologically and psychologically so. True knowledge and wholesome aims have the same ancestry, the same mission. Knowledge divorced from right motive is a menace. From the occultism of old to What the College President Should Know, the theme proceeds, consistently, dramatically, conclusively. Education will advance when we have fewer vapid and complacent commencement orations and more effective doses of Dr. Gidding's mighty medicine. The little volume should be disseminated

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as intellectual yeast cakes and leaven the mass of standardized education's pasty dough.

New York City JOSEPH JASTROW, M.D.

A Way Over Rough Ground

PROBLEM ECONOMICS, *by D. M. Keezer, A. T. Cutler and F. R. Garfield. Harper Brothers. 719 pp. Price $4.00 postpaid of The Survey.*

NO subject is absorbing more attention among teachers of economics than the pedagogy of their subject. It is a safe bet that wherever two or three are gathered together they will start discussing the technique of the introductory course. There is widespread and wellfounded dissatisfaction with the old method of exposition of a body of logically clear and consistent principles illustrated by random references (where they happen to fit) to the practices of the real world. There is a general desire, not yet realised, to return to inductive reasoning. I say return, because it must be admitted that the classical principles were largely inductive a century and more ago. The trouble is that while the academies have gone on developing the pure logic of their implications, the data have so changed and multiplied that the inductive foundation has quietly dissolved in the meantime. This is virtually admitted in the teaching of the more specialized courses; and the introductory course is now the subject of a tremendous amount of experiment and new publication.

Most of the new books take the form of a modified restatement of orthodox principles with fuller reference to contemporary conditions and franker recognition of the various kinds of economic friction. The amount of the two latter ingredients varies all the way from Bye to Edie: you pays your money and you takes our choice. Then there are many books or "readings" designed to run along with logical exposition of principles—whether as illustration or proof is not always clear. Personally, useful as some of these books are, I have never succeeded in driving thoroughbred theory and mulish practice satisfactorily together, either team or tandem. Now comes a group of gentlemen from North Carolina offering to unhitch both animals and put on a tractor. The tractor is cumbersome, slowish and decidedly noisy, but it gets over the rough ground very well.

A Russian Bookplate. Shown at the Salon des Independants, Paris

The volume is largely composed of reprints, both argumentative and factual; but unlike most books of "readings," it can be read. The selection is extremely clever and enterprising, and the original material is much more than a mere linkage of the extracts: it brings out their significance and place in the scheme very clearly. A good many of the contributions are from unpublished material, and some of them (e.g. Mr. Woolsey's article on the national banking system and Mr. Friday's analysis of profits) have high value in themselves. The purport of the book is to show how the economic "system" looks and works today rather than to present a ready-made scheme of analysis: there is very little reproduction of the older theoretical texts. The collection includes lively bits of propaganda and opposing arguments; and the authors quite frankly say, "It is impossible to grade and label all of the material presented. That is part of the student's job. He must see if he can winnow away the chaff and get somewhere near the elusive truth." The questions appended to each chapter are much better conceived than is usual; and —thank heaven!—there are no lists of supplementary readings. Any teacher who needs to rely on such lists had much better let this book alone. It is not a book that will do all the teaching by itself. It provides the apparatus for teaching or studying, but there is no "key" in the back pages or anywhere else. The material must be thought over, analyzed, correlated, to become really instructive. Generalization is very far from easy, and the authors do not encourage the idea that it should be made easy.

It is impossible in a work of this sort to satisfy everybody, but it seems to the reviewer that the presentation might well be strengthened in two respects. One is the evolution, through combined legal and economic processes, of the types of business organization. The other is the influence of Supreme Court decisions on both business, labor, and state policy. A little cross-referencing in the footnotes to any subsequent edition would render the volume easier to handle.

Smith College WILLIAM ORTON

Wing Without Bird

THE WORKERS' (COMMUNIST) PARTY AND AMERICAN TRADE UNIONS, *by David M. Schneider, Ph. D. Johns Hopkins Press. 117 pp. Price $1.25 postpaid of The Survey.*

LEFT-WING unionism in the United States today appears at first blush a reality as anomalous as successful Bolshevist revolution in undeveloped Russia. Both go against forecast. Certainly the clamor and activity for progressive radicalism and communism (the two are really separate bones in the "left-wing") in the American labor movement which is still battling on a wide front for membership, legal status and collective bargaining, must seem unexpected and unaccountable. Yet as Dr. Schneider points out it is an old revolt which has stirred in the unions for more than sixty years, obtained a renewed life after the war, only to be stamped into an underground existence by the determined official leadership of the unions.

The modern distillation of the movement is presented by Dr. Schneider through case studies of the Communist and left-wing ferment in six unions—the machinists (where it concentrated on the Baltimore and Ohio Plan), the carpenters, the miners, and the three needle trades unions—men's and women's clothing and furs. All but the carpenters, it will be observed, are industries which have been confronted with severe economic difficulties in recent years.

The success of the Communists varied in these attempts at boring-from-within; it was greatest, perhaps, among the ladies' garment workers and the furriers. In at least two cases dual unions have followed in their wake—in the mines and in women's clothing shops. Everywhere the Communists found mobilized against themselves the battery of constituted leadership—expulsion, union treasuries, union press, job control, the mechanism of political election, the support of the central labor movement. Nowhere did they succeed in putting over their demands, although in Dr. Schneider's opinion their propaganda had some effect both upon union leaders and workers.

Dr. Schneider's book contains ground material for further work on many of the fundamental problems it suggests with regard to the relations between economic development, human nature, and social institutions.

New York City SYLVIA KOPALD SELEKMAN

A Correction

An unfortunate error (The Survey, June 15) gave the wrong price for the new edition of Foods of the Foreign-born by Bertha M. Wood, published by M. Barrows & Co., Huntington Chambers, Boston, Mass. The price is $1.25.

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Tracked to Her Lair

By ELSIE McCORMICK

I WISH somebody would invent a testing device which, if laid against a letter, would reveal at once whether or not it was worth the wear and tear on the paper cutter. In this matter I have no constructive suggestion to make—I don't care whether the device rings a bell, lights a bulb or starts to play "Little Annie Rooney." All I want is to be forewarned so that I won't open a letter anticipating an invitation to a dinner party and find an exterminator for waterbugs.

The trouble nowadays is that you can't tell a personal letter from those of the dunning or advertising variety. They have taken in the isinglass fronts, removed the telltale return addresses and had the envelopes directed in hands that flow as gently as sweet Afton. The only letters one can be sure about nowadays are those marked "Personal." They are always advertisements.

I find all this especially trying because it ruins a good method I had of dodging uninteresting charity appeals and getting off of sucker lists. Formerly when a letter arrived with a label that somehow didn't appeal to me I would scratch off my address, write "Not here. Return" on the face of the envelope and run a neat little arrow up to the printed data in the corner. Usually, if this was done twice to the same organization I disappeared forever out of its life.

Now, however, with all such letters addressed in the hands of one's old school friends, the system is unworkable. By the time I have eagerly torn the missive open it is unfit for further travel in the mails.

The lowest form of advertisements are the ones that inclose what looks at first glance to be an authentic check, but which on second reading entitles one to draw a thousand new opportunities on the Bank of the Future. On mornings when such delusions as these are distributed I find the sidewalks littered with viciously torn bits of paper and the neighborhood full of scowling faces.

Of late I have somehow gotten on the prospect list of a mortuary. On days that I feel a bit low in my mind I am usually greeted by an enthralling circular telling about the lovely sunlit vaults, the exclusive people who are tenanting them and the little corner that I can occupy myself if I will only act promptly—whatever they mean by that.

Unfortunately these letters are also addressed in deceptively charming hands, and so I have not yet had the satisfaction of inscribing "Not here. Deceased" on the envelopes and mailing them back to the hopeful advertisers.

While on the subject of mail, I feel that I must say something about how certain charity organizations use pencils, calendars and bookmarks in the capacity of sandbags. This is done by sending the victim an entirely unsolicited article, along with a demand that payment be sent by return mail.

This method of raising funds is, to my mind, only a shade better than collecting by means of a blackjack and a pair of brass knuckles. Usually the objects sent are difficult to wrap up again, besides being heavy enough to require many stamps. If this system of solicitation should become general, it would take several hours a week to run to the Post Office and send the mass of unwanted trinkets back to their originators.

Such tactics are enough to prejudice me even against worthy charities. Just the other day, for instance, I received a book of uplifting mottoes from a league that aims to bring music to the hospitals. This, I've no doubt, is a commendable object, provided that sopranos of the "Oh-would-I-were-a-bird" type are barred and that melody is not administered without the patient's consent.

However, the method of collection so annoyed me that the organization will get its mottoes back as soon as they come to light among my disarranged possessions.

* * *

Speaking with feeling from beneath a heap of pencils, bookmarks and calendars sent unsolicited in the names of various charities, I once remarked on the annoyance of this habit of extracting funds.

Therefore it was refreshing to learn the other day that such methods have the black disapproval of the Bureau of Advice and Information maintained by the Charity Organization Society. Furthermore, a person

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Another giver, tracked down by relentless publicitors, talks back. (See The Givers Talk Back, The Survey, October 15, 1928.) Elsie McCormick, who says that in her more serious-minded days she wrote a bit for The Survey herself, is conductor of a column which appears three times a week in The New York World, entitled A Piece of Her Mind.

Her remarks about subscription letters, reprinted here from The World of October 31, 1928, brought down a storm of protest from social workers responsible for raising funds. Clare M. Tousley, then chairman of the New York group of the Social Work Publicity Council, pointed out to Miss McCormick that the methods she described are not typical of social work publicity; with the result that Miss McCormick volunteered a supplementary comment, the concluding section of this article, which appeared in The World of December 19, 1928.

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receiving a knicknack for which he has not asked is under no legal obligation at all to return it to its hopeful senders. To one who usually spends twenty minutes wrapping a simple box of handkerchiefs, this comes under the head of gladsome tidings.

It was also interesting to learn that the bureau investigates charities throughout the country and has an enormous amount of data on hand regarding their methods and general usefulness. Thus it is always possible to find out whether the cardiac infants for whom one is asked to make a donation exist anywhere except in printer's ink.

Americans who would never dream of buying Brooklyn Bridge have an enormous bump of credulity in this matter of making contributions. A couple of resourceful gentlemen made quite a neat living during the war by merely standing on busy street corners and holding the edges of an American flag. Patriots tossed money into the flag with such lavishness that the fabric was often seriously strained.

Not long ago another pair of gentlemen sent out large numbers of initialed handkerchiefs accompanied by tear-wringing pleas on the needs of crippled children. It is rumored that they extracted some $75,000 from the mailbags before entering the chateau at Atlanta.

Truly State-Wide

By J. P. KRANZ

THE function of a director in a state-wide organization is first, to represent the organization in his section of the state and second, to represent his section of the state in the deliberations of the board of directors. The director representing a section of the state should be actively identified with the work of the organization being done in that section and should interpret the purpose and program of the state association to his people. In order to do this with any degree of effectiveness he must attend the board meetings of the association, and represent his section at these meetings.

It is difficult to get directors to attend board meetings. Whether or not the association pays expenses, seems to make but little difference in the attendance. To overcome this difficulty many state associations are directed by an executive committee, composed of a very small number of the total board membership. Yet when this is done the usefulness, value and interest of a director, not a member of the executive committee, is largely nullified.

To safeguard the interest of its directors and to increase the likelihood of their participation, the Tennessee Tuberculosis Association provides, in its constitution, that every member of the board of directors has the right to sit at the executive committee meeting with full power and authority to act and if not present in person, confers his proxy on the executive committee. So that, as the committee meets in various sections of the state, the board members in that section join in.

At the last two meetings of the executive committee twenty-eight different directors sat in, although the membership of the executive committee is but nine. It is fair to assume that in the course of the four quarterly meetings some fifty different directors will attend a meeting. The membership of the directory is sixty-three. The meetings are held at Memphis, Nashville, Chattanooga, and Knoxville in rotation.

In addition to increasing the attendance and the interest of directors, this rotation of meetings also stimulates interest in the work of the State Association in these sections and is a stimulus to the local work being done in the sections in which the meeting is held. Then, too, the publicity value of a state-wide board meeting in the different sections of the state is not to be ignored.

To further the state-wideness of the Association, the presidents of the Association come from different sections of the state. In the last twelve years there have been four presidents of the Association and they came from Memphis, Chattanooga, Nashville and Knoxville.

An effective state-wide organization will assure the public: that it is not dominated by the directors resident in one city or section of the state; that its directors take a real part in the control of the policies and programs; and that no small group or clique is in full control; that it is state-wide not only in its field of activities, but in its control as well.

Organizing a Speaker's Bureau

THE following suggestions came out of a recent publicity institute conducted by the Richmond Community Fund:

In building up a speakers' bureau for a community make up an executive committee consisting of representatives both of the main types of social agencies about which speaking is to be done and also representatives of the main kinds of groups before which speeches are desired. Speakers may include executives and other staff members; board members both past and present; representatives of national organizations who are borrowed for the occasion; students of public speaking; users of the agency's facilities such as members of boys' clubs; individuals from the community at large known to be able to speak effectively; or members of groups interested in public speaking such for example as the Four Minute Men.

Secure speakers through the social agencies of the community; through personal approach to those known to be able to speak and to groups which include speakers; through circular letter with telephone follow-up; through speeches before groups which include possible speaker material. Organize the speakers' bureau under an executive committee with geographical representation as well as representation from the various special groups in town as women's clubs, churches, city clubs, fraternal orders, etc. Train your speakers through a speakers' institute led by a teacher of public speaking, supplemented by a thoroughly informed agency executive or staff member. Be sure especially that staff members of agencies participate in the work of speakers' bureaus. It should be part of each social worker's responsibility to learn to speak well.

Ready-made audiences may be secured through personal contact, by the secretary or a member of the speakers' bureau, with organizations which might use speakers; also through circularization followed by telephone call; through general newspaper publicity. Various kinds of radio programs may be made effective—talks about work of agencies; entertainers either from the agency itself or competent persons who volunteer intermingled with statements regarding the agency; informative entertainment such as plays which develop an idea concerning the agency or good will toward the agency; questions and answers; useful information such as talks on budget-making from a family welfare agency, on health from a visiting nurse society.

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Uncle Alec says—

THE optimist who writes the National Conference advertising has at last justified his existence. He predicted that the San Francisco meeting would make an indelible impression on those who attended. He was right; the flavor will last, not only because of the program but also because of the glamorous setting. No more can we twit Californians about scenery or climate. They serve only two kinds of weather—perfect and unusual. The local committee, with Joe Astredo and Anita Eldridge as its executives and Ann Reed Langstroth in charge of "cooperation-foreign," arranged for perfect weather; the only person who appeared to be in a fog was the member who exclaimed, "I've been popping in and out of meetings all day. I must rush on. There are six sessions during this period and I have been to only three of them." Probably she was kin to the man John Hall told about who, returning from Paris, was asked what he had seen. "I saw the Louvre," he replied, "in thirty minutes. If I had worn spikes in my shoes I could have done it in twenty flat."

Some of the glamor—and the heat—crept in when the California '29-ers left New York on their modern and polite style of gold rush. There were ambitious young pioneers among them who arose at 2 a. m. to see the Mississippi, at 4 a. m. to see Raton Pass by moonlight, and at 5 a. m. to see the sunrise over Grand Canyon. There was Uncle Alec Johnson, strenuous and gay at 82, who did a neat coat-fitting trick at one of the Fred Harvey dining stations; Jessie Hixon who was merely whetting her appetite for a return trip, Los Angeles to New York, by bus; the Fred Halls, the Routzahns, Ralph Hurlin and Cameraman Henderson and wife from the Russell Sage Foundation; Charles Chute, who arranged probation for the juvenile delinquents on board, and W. H. Chinn, probation officer from Birmingham, England; Revs. Luckhoff and Alheit from South Africa; Mrs. Cathcart, Marion Crawford Adams and Eva Smill from the South; T. J. Edmonds and his cohorts from the Iowa tall corn; Halbert, Brigham, Dacy & Co. who, at Kansas City, presented the '29-ers with souvenirs. At the Canyon, Dr. Luckhoff started off blithely at 5 a. m. to walk to the bottom and back. Though a mountain climber of no mean ability, he forgot that a canyon is a mountain turned inside out and that the hard pull comes at the end of a laborious day. He made it, though, and was rolled creaking into his upper berth as the train pulled out.

GOSSIP: of People and Things

BUT the trip across was only a curtain-raiser. Grand as were Tehachapi Pass and the Yosemite, they were no more thrilling than San Francisco Bay, especially as one drove out to The Survey tea at the Palace of the Legion of Honor and topped the rise of Golden Gate Park to see spread out below a bay of deepest azure, touched with golden sun. That was on Saturday. On Sunday the conference arose early and was off, by ferry and by a dinky railway which kept chasing its tail, to Mount Tamalpais and Muir Woods. Some there were who slept an hour longer and, with a grand gesture, taxied from the hotel door direct to Muir Woods—ten taxi-loads of social workers racing across the solitude, back to nature in Yellow cabs. They arrived a good half hour ahead of the train, to select the choicest of the barbecue which the San Francisco hosts provided, and to taunt the trainees filing down the mountain side—a thousand social workers in a bread line at last.

As for atmosphere (in quotes), it was on every hand. Chinese, Japanese, Italian, Spanish, Mexican, Russian—San Francisco had them all. From the quaint Italian restaurant on Telegraph Hill, where your taxi must turn about on a turn-table, and where you get excellent food if Julius likes you and a charred chop if he doesn't, down to Coffee Dan's, where your idiosyncracy or your natural pulchritude is mercilessly emphasized by a spotlight as your enter—("Here comes Henry Ford!"—guess who that was) and if you are lucky sit at a table next to Jack Dempsey—in person. Dinners in Chinatown, or with a hospitable Japanese family on Post Street, where you eat raw fish and like it—these were some of the side dishes of the conference.

THE conference itself was filled with the finest fare, as told by Mary Ross and Paul U. Kellogg. Most of the division and kindred group meetings were held under one roof—the Civic Auditorium—and it was here that the evening sessions were held; and this year, for a pleasant change, conference headquarters and the kindred group booths were on the main floor, skirting the large meeting hall but partitioned off by an ingenious arrangement of curtains. Most of the dinners and luncheons were served at the St. Francis Hotel, and it was there, after the Overstreet speech, that Leon Henderson showed movies of the California '29-ers. (He will gladly lend the film to those who write him at the Russell Sage Foundation, 130 E. 22nd St., New York.) And it was there that a waiter protested the pronunciation of "psychiatrist" as used by one of the speakers. "It comes from psyche meaning soul," he claimed, "and should be pronounced 'sekee.'" It was there that an elevator boy, packing conference members into his car, remarked that he never would have believed there were so many women in the world.

The Travelers Aid met at Hotel Whitcomb, where they said sad farewell to Harriet Anderson, who retires to the sabine race tracks of Louisville. The probation officers met at The Palace (the hotel in which President Harding died) and gave Chief Vollmer of the Berkeley police a big shiny medal. (See "Vollmer and His College Cops," by Anne Roller, The Survey for June 1, 1929.) Which all goes to show what an article in The Survey will do for a bright young man.

THE playboys and playgirls of the San Francisco social workers perpetrated the Conference Jinks on Friday night, in successful competition with a grand opening of the Fox Theater. "San Francisco's Sunkist Special," read the ballyhoo, "speeding across the burning sands of the desert, greets you tonight and presents 'So This Is San Francisco.'" The Rev. George H. B. Wright, as colored porter, was in charge of berth control and the skillful make-up of the cast showed how far advanced California social workers are in facial case work.

The 1930 meeting will be held in Boston, tentative dates: June 8-14; headquarters hotel, The Statler. Under the new plan of choosing the conference city two years in advance, Minneapolis was selected for the 1931 conference. Miriam Van Waters, referee of the Juvenile Court of Los Angeles County, was elected president of the 1930 conference. There were 333 ballots cast: Miriam Van Waters, 167; C. M. Bookman, executive secretary of the Cincinnati community chest, 166. Much excitement!

Elections at San Francisco

NATIONAL CONFERENCE OF SOCIAL WORK

President—MIRIAM VAN WATERS, Los Angeles.
1st Vice-Pres.—KARL DE SCHWEINITZ, Philadelphia.
2nd Vice-Pres.—ROSE MCHUGH, Chicago.
3rd Vice-Pres.—WALTER WHITSON, Houston.
New Members of Executive Committee: BRADLEY BUELL, New Orleans; EDITH BURLEIGH, Los Angeles; MARGARET RICH, New York; EVA WHITING WHITE, Boston; OTTO BRADLEY, Minneapolis.
Division I—Children: *Chairman*, REV. BRYAN J. MCENTEGART, New York; *vice-chairman*, JACOB KEPECS, Chicago; *secretary*, ELIZABETH YERXA, Madison.

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Division II—Delinquents and Correction: *Chairman*, GEORGE W. KIRCHWEY, New York; *vice-chairman*, EDITH ABBOTT, Chicago; *secretary*, EDWARD R. CASS, New York.
Division III—Health: *Chairman*, IRA HISCOCK, New Haven; *vice-chairman*, JESSAMINE WHITNEY, New York; *secretary*, VIRGINIA WING, Cleveland.
Division IV—The Family: *Chairman*, PAUL L. BENJAMIN, Louisville; *vice-chairman*, ANNA KEMPSHALL, New York; *secretary*, FRANCIS H. McLEAN, New York.
Division V—Industrial and Economic Problems: *Chairman*, REV. FREDERICK SIEDENBERG, Chicago; *vice-chairman*, REV. F. ERNEST JOHNSON, New York; *secretary*, JOHN B. ANDREWS, New York.
Division VI—Neighborhood and Community Life: *Chairman*, MRS. ROBERT A. WOODS, San Diego; *vice-chairman*, JOHN H. ELLIOT, New York; *secretary*, CLARENCE PERRY, New York.
Division VII—Mental Hygiene: *Chairman*, BERTHA REYNOLDS; *vice-chairman*, DR. HENRY SCHUMACHER, Cleveland; *secretary*, MAIDDA SOLOMON, Boston.
Division VIII—Organization of Social Forces: *Chairman*, DAVID HOLBROOK, New York; *vice-chairman*, LOUISE CLEVENGER, St. Paul; *secretary*, PIERCE ATWATER, Wichita, Kansas.
Division IX—Public Officials and Administration: *Chairman*, RICHARD K. CONANT, Boston; *vice-chairman*, JOHN L. GILLIN, Madison; *secretary*, L. H. PUTNAM, Providence.
Division X—The Immigrant: *Chairman*, ADENA MILLER RICH, Chicago; *vice-chairman*, IDA HULL, Boston; *secretary*, GRACE LOVE, San Francisco.
Division XI—Professional Standards and Education: *Chairman*, FRANK J. BRUNO, St. Louis; *vice-chairman*, JOANNA C. COLCORD, New York; *secretary*, ROSE McHUGH, Chicago.
Division XII—Educational Publicity: *Chairman*, CHARLES C. STILLMAN, Columbus; *vice-chairman*, MARY ROSS, New York; *secretary*, EDWIN C. JONES, Chicago.
Program Section—President, JUSTIN MILLER, Los Angeles: *vice-president*, CHARLES W. MERRILL, San Francisco; *treasurer*, A. B. C. DOHRMANN.

AMERICAN ASSOCIATION OF SOCIAL WORKERS

President—FRANK J. BRUNO, St. Louis.
1st Vice-President—KARL DE SCHWEINITZ, Philadelphia.
2nd Vice-President—EDITH ABBOTT, Chicago
3rd Vice-President—WILBUR NEWSTETTER, Cleveland.
Secretary—HELEN CROSBY, New York.
Treasurer—JOHN A. FITCH, New York.
Chairman of the Finance Committee—ELWOOD STREET.
Executive Committee—GRACE MARCUS, New York; MARJORIE WARREN, Boston; PHILIP KLEIN, New York.

AMERICAN ASSOCIATION FOR ORGANIZING FAMILY SOCIAL WORK

Board Members: *Re-elected*, PORTER R. LEE, New York; MRS. E. H. STEEDMAN, St. Louis; MRS. J. HEWITT ROSENTIEL, Freeport, Ill. *New*: MRS. WALTER EVERSMAN, Toledo; JOHN GORSUCH, Denver; ARTHUR PAGE, New York; EDWARD D. LYNDE, Cleveland. Officers are elected at fall board meeting. The name of the association will be changed (by mail ballot) to either Family Welfare Association of America or Family Association of America.

AMERICAN ASSOCIATION OF HOSPITAL SOCIAL WORKERS

President—EDITH M. BAKER, St. Louis.
1st Vice-Pres.—RUTH EMERSON, Chicago.
2nd Vice-Pres.—RUTH WADMAN, Washington.
3rd Vice-Pres.—GORDON HAMILTON, New York.
Secretary—ELIZABETH GARDINER, Minneapolis.
Treasurer—KATHLEEN ALLEN, Chicago.

AMERICAN ASSOCIATION OF PSYCHIATRIC SOCIAL WORKERS

President—MILDRED C. SCOVILLE, New York.
Vice-Pres.—KATHLEEN ORMSBY LARKIN, New York.
Secretary—GRACE CORWIN RADEMACHER, New Haven.
Treasurer—GLEE HASTINGS, New York.
Executive Committee—FRANCES DUMMER, Winnetka, Ill.; ELIZABETH BRACKETT, New York.

CHILD WELFARE LEAGUE OF AMERICA

President—CHENEY C. JONES, Boston.
1st Vice-Pres.—JACOB KEPECS, Chicago.
2nd Vice-Pres.—PAUL T. BEISSER, Baltimore.
3rd Vice-Pres.—MRS. LESSING J. ROSENWALD, Philadelphia.
Secretary—JESSIE P. CONDIT, Newark, N. J.
Treasurer—JOSEPH E. BOLDING, New York.
Directors (elected for three years)—LAWRENCE C. COLE, Cleveland; DOUGLAS P. FALCONER, Buffalo; CHARLES F. HALL, St. Paul; JACOB KEPECS, Chicago; REV. M. L. KESLER, Thomasville, N. C.; REV. M. F. McEVOY, Milwaukee; ALFRED F. WHITMAN, Boston.

NATIONAL ASSOCIATION OF TRAVELERS AID SOCIETIES

Board Members—New: MRS. JOHN G. OLIVER, Cleveland; HENRY BRUERE, New York; SAMUEL J. RUSSACK, St. Louis; GEORGE H. FRAZIER, Philadelphia (confirmed). *Re-elected*: WALLACE M. ALEXANDER, San Francisco; MARCUS L. BELL, New York; JANE P. CLARK, New York; ELISHA LEE, Philadelphia; JAMES G. BLAINE, New York; WILLIAM V. HODGES, Denver; MRS. Z. W. WHELAND, Chattanooga.

NATIONAL ASSOCIATION OF VISITING TEACHERS

President—JULIA DREW, Minneapolis.
Vice-Pres.—GLADYS KEYES, San Diego.
Secretary—EMILIE RANNELL, Philadelphia.
Treasurer—RUBY CARLETON, Newark, N. J.

NATIONAL CONFERENCE OF SOCIAL SERVICE OF THE PROTESTANT EPISCOPAL CHURCH

President—THE REV. CHARLES N. LATHROP, New York.
1st Vice-Pres.—THE REV. IRVING ROIULLARD, Saratoga Springs, N. Y.
2nd Vice-Pres.—THE REV. C. RANKIN BARNES, So. Pasadena, Calif.
Secretary—THE REV. L. B. THOMAS, Oakland, Calif.

NATIONAL PROBATION ASSOCIATION

President—HON. GEORGE W. WICKERSHAM (re-elected).
Chairman of the Board—JUDGE FRANKLIN CHASE HOYT, New York.
Members of the Board (new)—JUSTIN MILLER, Los Angeles; CHARLES EDWARD FOX, Philadelphia; EDWIN J. COOLEY, New York

SOCIAL WORK PUBLICITY COUNCIL

Chairman—PAUL S. BLISS, St. Louis.
Vice-Chairman—CLARE M. TOUSLEY, New York.
Secretary and Bulletin Editor—MARY SWAIN ROUTZAHN, New York (*re-elected*).
Representatives of Local Councils—RUTH MACMILLAN, Milwaukee; VIRGINIA R. WING, Cleveland; ROBERT W. KELSO, St. Louis; FRANK KIERNAN, Boston; MRS. LEO J. CLAYBURGH, San Francisco; EDWIN C. JONES, Chicago; MRS. SAMUEL GERSON, Omaha; BART ANDRESS, New York; KATHERINE WELLS WHIPPLE, New York.
Representatives at Large: R. DOUGLASS STEPHENSON, Minneapolis; OLGA E. GUNKLE, Denver; HAZEL NEWTON, Boston; PHILIP KETCHUM, Tuscon; ARTHUR DUNHAM, Philadelphia; MR. HUGHES, Philadelphia; JOHN F. HALL, Seattle; DWIGHT FURNESS, Chicago; DWIGHT WEIST, Scranton.

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Chairman—MARY B. HOLSINGER, New York.
Secretary—PERRY DENUNE, Columbus, Ohio.

NATIONAL CHILDREN'S HOME AND WELFARE ASSOCIATION

President—HERMAN NEWMAN, Topeka (*re-elected*).
1st Vice-Pres.—JOHN L. SUTTON, Mississippi (*re-elected*).
2nd Vice-Pres.—OWEN J. LOVEJOY, New York (*re-elected*).
Secretary-Treasurer—C. V. WILLIAMS, Chicago (*re-elected*).
Executive Committee—R. B. RALLS, Seattle· FANNIE B. ELROD, Tennessee;

Elections and Appointments

SENA ANDERSON, formerly Field Representative, Midwestern Branch, American Red Cross, now assistant director, Home Hygiene and Care of the Sick, National Headquarters, succeeding Diana Milligan, resigned.

BART ANDRESS appointed director, Publicity and Public Relations Department, Fiscal Service Corporation, New York.

A. S. ALLEN, formerly with Boston Urban League, now industrial secretary, New York Urban League.

EMILIE BACA, formerly with the Red Hook district, Brooklyn Bureau of Charities, appointed as assistant in the financial department.

SANFORD BATES, formerly Commissioner in Massachusetts appointed to head and reorganize the Federal prisons.

BURR BLACKBURN, appointed director of research, Household Finance Corporation, Chicago.

LUCILLE BOYLAN appointed member of regular disaster staff, National Headquarters, Red Cross.

MIRANDA BRADLEY appointed directing nurse in the County Health Unit, Suffolk Co., N. Y.

MRS. J. H. BROWN appointed executive secretary, American Red Cross chapter, Springfield, Ohio.

JANET BROWN, formerly with Children's Aid Society, New York, now with Association for the Aid of Crippled Children.

LINA BUCKLEY, formerly with Neighborhood Association, St. Louis, Mo., now with Orange Bureau of Associated Charities, Orange, N. J.

LISLE BURROUGHS appointed assistant director, Community Chest, Washington, D. C.

LUCY J. CHAMBERLAIN, with Milbank Memorial Fund until September first, appointed assistant professor of Sociology, New York University.

ELIZABETH M. CLARK of the Child Welfare League of America appointed supervisor, League's demonstration, Children's Home, Cincinnati.

Resignations

HARRIET E. ANDERSON, associate director, National Association of Travelers Aid Societies, resigned and will reside in Louisville.

HELEN M. BOLGER, Red Cross field director, U. S. Naval Hospital, Philadelphia, resigned.

MARGARET BULLEN, Red Cross field representative for Utah, resigning to be married.

EDITH J. L. CLAPP, American Nurse's Association, resigned.

LOUISE COTTRELL, associate professor of Social Science, Iowa State University, leave of absence for a year.

MRS. AGNES DORMAN, asst. secretary of Gowanus district, Brooklyn Bureau of Charities, resigned to become secretary, Red Cross chapter, Trenton, N. J.

MARY L. DYKEMAN, assistant financial secretary, Brooklyn Bureau of Charities, resigned.

ELEANOR HALL, of the Social Service League, Easton, Pa., resigned.

MRS. HELENE B. HUSBAND, Red Cross Hospital Social Worker, U. S. Naval Hospital, San Diego, Calif., resigned.

MRS. ISABELLE GORDON, Red Cross Hospital Social Worker, U. S. Naval Hospital, Brooklyn, N. Y., resigned.

ROBERT B. IRWIN, of the American Foundation for the Blind, on leave to attend Pre-Conference of European Workers for the Blind in Vienna.

ROBERT KELSO, executive secretary, Boston Council of Social Agencies, resigned.

Deaths

BORIS D. BOGEN, executive director, Independent Order of B'nai Brith, and newly elected president, National Conference of Jewish Social Service, died in Arcadia, Calif., June 29. Dr. Bogen had been in attendance at the National Conference of Social Work and was one of the speakers at the kindred group one-day meeting of the Jewish Conference at San Francisco.

PROFESSOR THOMAS WALTON GALLOWAY of the American Social Hygiene Association, died July 16.

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DIRECTORY OF SOCIAL AGENCIES

AMERICAN BIRTH CONTROL LEAGUE, INC.—Mrs. F. Robertson Jones, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year.

AMERICAN FOUNDATION FOR THE BLIND, INC.—125 East 46th Street, New York. Promotes the creation of new agencies for the blind and assists established organizations to expand their activities. Conducts studies in such fields as education, employment and relief of the blind. Supported by voluntary contribution. M. C. Migel, President; Charles B. Hayes, Director of Information; Robert B. Irwin, Director of Research.

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

ART EXTENSION SOCIETY, INC.—Lois Sue Gordon, Executive Secretary. The Art Center, 65 East 56th Street, New York City. Purpose,—to extend the interest in, and appreciation of, the Fine Arts, especially by means of prints, lantern slides, traveling exhibitions, circulating libraries, etc., etc.

ASSOCIATED GUIDANCE BUREAU, INC.—16 East 53rd Street, New York. Telephone: Plaza 9512. A non-sectarian, non-philanthropic child guidance bureau, employing highest social work standards. Supplies, trains, and supervises carefully selected governesses, tutors, companions, and play leaders. For information address Jess Perlman, Director.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED—Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Composed of the Protestant national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action.
Florence E. Quinlan, Executive Secretary.
Religious Work for Indian Schools, Helen M. Brickman, Director.
Migrant Work, Edith E. Lowry, Secretary.
Adela J. Ballard, Western Supervisor.
Women's interdenominational groups — state, and local—are promoted.

GIRLS' FRIENDLY SOCIETY OF THE U. S. A.— Florence Lukens - Newbold, Executive Secretary, 386 Fourth Avenue, New York City. A national organization for girls of all races and creeds, sponsored by the Episcopal Church, to uphold Christian standards of living and to study the conditions in which girls live, work, and play. Numbers nearly 50,000 with branches in 44 states.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd Street, New York City.
Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill; Rev. S. L. Gulick, Sec'y; Church and Race Relations, Dr. G. E. Haynes, Sec'y.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Anna V. Rice, General Secretary; Miss Emma Hirth, Miss Helen A. Davis, Associate Secretaries; 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries for advisory work in the United States in 1,034 local Y.W.C.A.'s on behalf of the industrial, business, student, foreign born, Indian, colored and younger girls. It has 103 American secretaries at work in 16 centers in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION INC.—(est. 1912, incorp. 1914). 70 Fifth Ave., N.Y.C. (Tel. Algonquin 9690). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds and spirits. Its method is in cooperation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlinson, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin" monthly, $1.00 a year.

NATIONAL CONGRESS OF PARENTS AND TEACHERS— Mrs. S. M. N. Marrs, President. Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

NATIONAL CONFERENCE OF SOCIAL WORK—Porter R. Lee, president, New York, N. Y.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, O. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-seventh annual meeting of the Conference will be held in the Spring of 1930. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 2109 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."
Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman: Cecilia Razovsky, Sec'y.
Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of education, recreation, religious instruction and social service work for rural communities.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, INC.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.
To organize public opinion and support for health work among colored people.
To create and stimulate health consciousness and responsibility among the colored people in their own health problems.
To recruit, help educate and place young colored women in public health work.
Work supported by membership and voluntary contributions.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—370 Seventh Avenue, New York, N. Y. Mrs. Anne L. Hansen, President. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *The Public Health Nurse.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Royer, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

THE NATIONAL TRAINING SCHOOL FOR INSTITUTION EXECUTIVES AND OTHER WORKERS—At the Children's Village, Dobbs-Ferry-on-Hudson, New York. To furnish adequate training to properly qualified people wishing to engage in, or already engaged in, institution work. Provides opportunity for carefully guided study in all phases of institution management and activities. Aims to furnish a trained personnel for child caring Institutions. The first and only school of its kind in the country. For further information address Leon C. Faulkner, Managing Director.

NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Eugene L. Opie, president; Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

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DIRECTORY OF SOCIAL AGENCIES

NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; 311 South Ashland Boulevard, Chicago, Ill. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

NATIONAL URBAN LEAGUE — For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA — 315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization, Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

TUSKEGEE INSTITUTE— An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

WORKER'S EDUCATION BUREAU OF AMERICA — A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

SOCIAL WORK AT THE GOLDEN GATE

(*Continued from page* 521)

the assets of industry and personality and culture he brings, the abuses he is subjected to. Leifur Magnussen, director of the Washington branch of the International Labor Office described the treaty arrangements by which European nations control and conserve migratory workers for harvest and industrial employment, and Professor Handman outlined a possible plan which the Southwest might employ to similar effect. But his conclusion was a ringing warning to stop, look, listen: lest these regions, favored by climate as no other, should become the setting for a social system with a dominant and prosperous veneer at the top, working vast holdings with a degraded cast of manual workers. Here the discussion came to grips with the question of what chance there is for the Mexican laborer to rise and to share in the American process. And the general dishevelment of our naturalization policies came in for rigorous handling by Edith Abbott and Sophonisba Breckenbridge of the Graduate School of Social Service Administration, University of Chicago and Constantine Panunzio, director of Neighborhood House, San Diego.

SUCH were a few of the wider views on which the Fifty-sixth National Conference of Social Work opened its windows—windows looking out at new horizons and inward on new attitudes and skills to aid in their exploration and humanization. Others no less significant cropped up on each of the ninety-two pages of the crowded program—Chester Rowell's provocative analysis of the influence of the press on social relations, for example, and the thoughtful discussion by William Hodson, director of the New York Welfare Council, of The Social Worker and Politics, predicting that "the social worker is destined to play an increasingly active and dynamic part in shaping the course of our political and social life."

Another whole sphere of useful discussion lay in the development of professional standards, training and support, the relation between private and public agencies, in the work of the chests and their relation to social work and the community outside social work. This last Allen T. Burns, executive director of the Association of Community Chests and Councils, stressed—especially the value of the chests in social education, in defining social goals and leadership and in bringing in the modern "money-minded man" who like any other person to be educated must be led from the known to the unknown and "can be interested in the most difficult social welfare problem if introduced to it first from its financial side."

Many of the twenty-nine kindred group programs formed the nucleus of a conference in themselves, not to mention nine "special group" listings, and among them the reunion dinner at which three conferees of the 1889 meeting in San Francisco, led by Alexander Johnson, greeted the youngsters of forty years later. The conference of 1929 surpassed in its numbers those of Des Moines and Memphis, while California turned out the largest home-state registration in conference history; it proved itself a genuine meeting place of East and West, to which each brought new experience and ideas; it achieved a new high-water mark in unity, directness and courageous scope; and on the eve of the Fourth of July it closed, firing a rocket of enthusiasm ahead toward the fifty-seventh meeting in Boston in 1930.

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